

**IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF PENNSYLVANIA**

MARY K. BOLEY, *et al.*,

Plaintiffs,

v.

UNIVERSAL HEALTH SERVICES, INC., *et al.*,

Defendants.

Case No: 2:20-cv-02644

February 15, 2023

DECLARATION OF MARK K. GYANDOH

I, Mark K. Gyandoh, Esquire, as Class Counsel, declare as follows:

1. I am a member in good standing of the bars of the Commonwealth of Pennsylvania and state of New Jersey and have personal knowledge of the facts set forth below and, if called as a witness, I could and would testify competently thereto.

2. I am a partner and chair of the Fiduciary Practice Group at Capozzi Adler, P.C., and I submit this Declaration in support of Plaintiffs' Motion for Final Approval of Settlement and In Support of Motion for An Award of Attorneys' Fees, Reimbursement of Expenses and Case Contribution Awards for The Named Plaintiffs.

Class Counsel's Experience

3. I received both my J.D. (2001) and LLM in trial advocacy (2011) from Temple University School of Law. While at Temple, I was the research editor for the Temple International and Comparative Law Journal. After law school I clerked for a year with a Judge on the New Jersey State Appellate Court.

4. I have been litigating ERISA (the Employee Retirement Income Security Act of 1974) fiduciary breach lawsuits for 18 years, first at my prior firm of Kessler Topaz Meltzer & Check, LLP (KTMC), and currently at Capozzi Adler where, as noted above, I am chair of the Fiduciary Practice Group. Over my career I have been actively involved in many high-profile ERISA class actions. For example, I was one of the lead attorneys for plaintiffs in *Fifth Third Bancorp, et al., v. Dudenhoeffer, et al.*, 573 U.S. 409, 134 S. Ct. 2459 (2014), a seminal Supreme Court decision that clarified the unwavering duties owed by fiduciaries to pension plan participants. See biography at <https://capozziadler.com/mark-k-gyandoh-esquire/>.

5. My partner Donald Reavey, who chairs the firm's Litigation Practice Group, is an experienced litigator frequently handling multi-million dollar disputes. A 1998 graduate of Penn State, Dickinson School of Law, Mr. Reavey has leaned on his two-decade plus litigation experience in filing and litigating dozens of ERISA breach of fiduciary duty actions over the last several years. See biography at <https://capozziadler.com/donald-r-reavey-esquire/>.

6. Rounding out the ERISA team are other associate attorneys and our support staff which include paralegals and other paraprofessionals who assist in the practice. Additionally, as litigation dictates, the ERISA team avails itself of the services of the other attorneys and staff at the firm. Capozzi Adler has three office locations. We have been serving clients for over 25 years offering a full range of legal services.

7. I and my firm have been lead or co-lead interim counsel in dozens of ERISA breach of fiduciary duty actions.

8. Recently, Capozzi Adler was appointed class counsel in the following matters: *Huang, et al., v. TriNet HR III, Inc., et al.*, No. 8:20-cv-2293-VMC-TGW (M.D. FL. Oct. 21, 2022) (ECF No. 85) (appointing Capozzi Adler as Class Counsel); *Lucas, et al., v. MGM Resorts International, et al.*, 2:20-cv-01750-JAD-NJK (D.C. NV Oct. 20, 2022) (ECF No. 112) (appointing Capozzi Adler as Class Counsel); *Nunez, et al., v. B. Braun Medical, Inc., et al.*, No. 5:20-cv-04195 (E.D. Pa. June 30, 2022) (ECF. 69) (appointing Capozzi Adler as Class Counsel).

9. Additionally, Capozzi has been appointed interim co-lead class counsel in several analogous ERISA breach of fiduciary duty matters. *See, e.g., Tracy et al. v. The American National Red Cross*, No. 1:21-cv-00541-EGS (D.D.C. Apr. 16, 2021) (appointing Capozzi Adler interim Co-Lead Class Counsel); *Bilello, et al., v. Estee Lauder, Inc., et al.*, No. 1:20-cv-04770-JMF (S.D.N.Y. Aug. 10, 2020) (Doc. 11.) (appointing Capozzi Adler interim lead class counsel); *Covington et al. v. Biogen Inc. et al.*, No. 1:20-cv-11325 (D. Mass. Oct. 6, 2020) (ECF No. 24) (appointing Capozzi Adler interim Co-Lead Class Counsel); *Johnson et al. v. Quest Diagnostics et al.*, No. 2:20-cv-07936 (D.N.J. Oct. 2, 2020) (ECF No. 7) (same).

10. In the course of prosecuting ERISA class actions such as this, I have supervised the preparation of numerous consolidated pleadings, responses to motions to dismiss, drafting of discovery requests and review of hundreds of thousands of pages of plan-related documents and related documentation, and litigated cases through the summary judgment and trial phases.

11. The firm strives to obtain the best results for class members in every circumstance. We have successfully defeated motions to dismiss similar allegations in numerous actions. *See, e.g., Kendall et al v. Pharmaceutical Product Development, LLC*, No. 7:20-cv-00071-D (ECF No. 28) (E.D.N.C. March 31, 2021) (upholding allegations that plan fiduciaries selected higher-priced identical share classes and overpaid for recordkeeping); *Davis v. Magna Int'l of America, Inc.*, 2021 WL 1212579 (E.D. Mich. March 31, 2021) (same); *Jones v. Coca-Cola Consolidated, Inc.*, No. 3:20-cv-00654-FDW-DSC (ECF No. 25) (W.D.N.C. March 31, 2021) (same); *McCool v. AHS Management Company, Inc.*, 2021 WL 826756 (M.D. Tenn. March 4, 2021) (same); *Parmer, et al. v. Land O'Lakes, Inc., et al.*, 2021 WL 464382 (D. Minn. Feb 9, 2021) (same); *In re Medstar ERISA Litig.*, 2021 WL 391701 (D. Md. Feb. 4, 2021) (same); *Silva v. Evonik Corp.* slip op. (D.N.J. Dec. 30, 2020) (same); *Pinnell, et al. v. Teva Pharmaceuticals USA, Inc., et al.*, 2020 WL 1531870 (E.D.Pa. Mar. 31, 2020); *Garnick, et al., v. Wake Forest University Baptist Medical Center, et al.*, 1:21-cv-454 (MDNC Sept. 21, 2022); *Huang, et al., v. TriNet HR III, Inc., et al.*, No. 8:20-cv-2293-VMC-TGW (ECF 29) (MD. FL. Oct. 21, 2022); *Peterson, et al., v. Insurance Services Office, Inc., et al.*, 20-13223 (SDW) (AME) (D.N.J. Apr. 13, 2021); *Rosenkrantz, et al., v. Altru Health System, et al.*, 3:20-cv-168 (D.C.N.D.) (Dec. 10, 2021).

12. We have also been successful at the appellate level resulting in the reversal and remand of wrongly dismissed actions. *See, e.g., Kong et al. v. Trader Joe's Co.*, No. 20-56415 (9th Cir. Apr. 15, 2022) (reversing district court dismissal of ERISA excessive fee action); *Davis et al. v. Salesforce.com. Inc. et al.*, No. 21-15867 (9th Cir. Apr. 8, 2022)

(same). Conversely, we have successfully obtained affirmance of correctly decided cases. *See, e.g., Hawkins et al. v. Cintas Corp.*, No. 21-3156 (6th Cir. Apr. 27, 2022) (upholding denial of motion to compel arbitration in ERISA case).

13. My firm has also engaged in successful settlement negotiations and mediations in ERISA actions, recovering millions of dollars for its clients and class members. *See, e.g., Buescher, et al., v. Brenntag North America, Inc., et al.*, No. 5:20-cv-00147 (E.D. Pa. 2020) (recovered \$2,300,000.00 class settlement); *Pinnell, et al., v. Teva Pharmaceuticals USA, Inc., et al.*, No. 2:19-cv-05738-MAK (E.D. Pa. 2019) (settlement in the amount of \$2,550,000.00 after successful mediation); *Freck v. Cerner Corp., et al.*, No. 4:20-CV-00043-BCW (W.D. Mo. 2020) (recovered \$4,050,000.00 class settlement); *Gerken, et al. v. ManTech Int'l Corp, et al.*, No. 1:20-cv-01536 (E.D. Va. 2020) (recovered \$1,200,000.00 class settlement).

14. Capozzi Adler also has the resources and commitment to deploy those resources on behalf of the proposed class in this case and has in fact done so as evidenced by our litigation efforts to date, including conducting discovery and attending mediation. With three office locations, the firm has been successfully serving clients for over 25 years offering a full range of legal services.

15. Given my years of experience in this field of law, including, trying an analogous case to an unfavorable verdict for plaintiffs in *Brieger v. Tellabs, Inc.*, 659 F. Supp. 2d 967 (N.D. Ill. 2009), I believe the settlement achieved in this case is adequate and certainly reasonable and fair.

Class Counsel's Requested Fee and Expense Awards is Fair and Reasonable

16. As detailed in the accompanying Fee Memorandum, Class Counsel believes that Class Counsel's request for attorneys' fees readily satisfies the applicable factors under which courts within the Third Circuit evaluate fee applications.

17. This was a vigorously prosecuted case which involved considerable time and resources investigating the action, reviewing and analyzing documents produced through informal discovery, and negotiating an excellent result for the Settlement Class at mediation.

18. Class Counsel undertook this action aware of the possibility they could be left uncompensated for their time and out-of-pocket expenses.

19. The recovery of \$12,5000.00 in this case was achieved through the skill, work, dedication, and effective advocacy of Class Counsel who leaned on their decades of experience with complex ERISA class action litigation of this type.

20. As payment for services rendered in achieving such a result, Class Counsel seek an award of attorneys' fees in the amount of \$4,166,666.67, plus reimbursement of expenses reasonably incurred by Class Counsel. Class Counsel's efforts since the inception of this case has been without compensation of any kind and their fee has been wholly contingent upon the result achieved.

21. In this action, attorneys' fees equaling thirty-three and one third (33 1/3%) percent of the Settlement Fund results in a fair and reasonable fee, especially given that the monetary result provides a benefit to the Settlement Class, and society has as interest that the wrongdoing alleged is prevented in the future.

22. As Class Counsel, I personally managed, delegated, and supervised the allocation of personnel and expenses employed by my firm in this case. We have aggressively, efficiently, and vigorously prosecuted this case and represented the best interest of the Plaintiffs and the participants and beneficiaries of the Plan. Over the course of the litigation, we have incurred the following expenses:

<u>Capozzi Adler Expenses</u>	
Expense Category	Amount
Courier/Fed Ex	\$487.97
Court Costs	\$456.00
Filing Fee	\$628.00
Investigation Services	\$18.20
Travel	\$21.00
Westlaw research	\$74.29
Zoom Conference Call	\$279.97
Total	\$1,965.43

23. The expenses listed above were actually incurred in the litigation of this case as reflected in the books and records of Capozzi Adler. These books and records are prepared from receipts, expense vouchers, check records, and other documents and are an accurate record of the expenses. These expenses were necessary to the prosecution and settlement of the case, and are of the type that would be billed to hourly clients of the firm.

24. The firm's hours and lodestar devoted to this matter, as of February 15, 2023 are as follows:

Name	Position	Hourly Rate	Hours	Lodestar
Mark K. Gyandoh	Partner	\$885	129.50	\$114,607.50
Donald R. Reavey	Partner	\$885	116.6	\$103,191.00
Lisa Basial	Jr. Associate	\$450	16.6	\$7,470.00
Gabrielle P. Kelerchian	Mid-Level Associate	\$550	137.2	\$75,460.00
Thomas Sinclair	Mid-Level Associate	\$550	2.3	\$1,265.00
Linda Gussler	Paralegal	\$350	64.5	\$22,575.00
Lauren Phillips	Paralegal	\$335	3	\$1,005.00
Kathleen Hughes	Paralegal	\$250	21.7	\$5,425.00
Kendall Adams	Professional Staff	\$250	1	\$250.00
Hugh Murchie	Legal Intern	\$250	27.4	\$6,850.00
Guilia Conboy	Legal Intern	\$250	1	\$250.00
Totals			520.8	\$338,348.50

25. The above table is based on my firm's contemporaneous time records, and breaks out the hours and rates for each attorney, paralegal and professional staff.

26. Details and material supporting the time records and expenses referenced in this declaration are available upon the request of the Court.

27. I reviewed the time printouts to confirm both the accuracy of the entries on the printouts as well as the necessity for and reasonableness of the time commitment to the litigation. Based on this review, I believe the time reflected in my firm's lodestar calculation is reasonable in amount and was necessary for the effective and efficient prosecution and resolution of the litigation. Capozzi Adler litigated this case on a wholly contingent basis and the hourly rates shown for the attorneys and paraprofessionals at my firm are the current hourly rates for contingent matters. These rates are in line with those charged by other firms in the field of nationwide ERISA class action work and have been approved by courts in numerous cases. Moreover, the rates are reasonable in comparison to the firms that defend nationwide ERISA class action cases.

Capozzi Adler's Hourly Rates Compare Favorably to Their Peers

28. For its contingency practice, Capozzi Adler charges partner rates of \$885 per hour; mid-level associate rates of \$550 per hour; junior associate rates of \$450 per hour; and paralegal and professional staff rates that range from \$335 to \$350 per hour. More junior support staff are billed at \$250 per hour. These hourly rates are commensurate with the firm's degree of skill, experience, and reputation. Each member of Capozzi Adler's Fiduciary Practice Group has the requisite experience, as described above, to command their hourly rates.

29. In the course of my 18-year nationwide ERISA practice, I have worked with most if not all firms that have a national ERISA class action practice. In my experience, while there are invariably differences in rates between different firms – and even between rates for lawyers within the same firm with the same number of years of practice – Capozzi

Adler's rates are broadly in line with rates of other firms with nationwide class action practices, that have been the basis for awards of fees in courts around the country.

30. Four of these firms that I have worked for, or with, in the past recently filed declarations in support of a fee petition in *Beach, et al. v. JPMorgan Chase Bank, N.A. et al.*, No. 1:17-cv-00563 (S.D.N.Y.). Like this Action, *Beach* involved allegations that JPMorgan Chase breached its fiduciary duties under ERISA to participants in the JPMorgan Chase retirement plan. *Id.* Plaintiffs' counsel's declarations demonstrate attorneys and staff in their offices charge similar rates as Capozzi Adler.

31. My former firm KTMC, a Pennsylvania based firm like Capozzi Adler, charges partner rates that range from \$700 to \$920; associate rates that range from \$400 to \$505; paralegal rates that range from \$250 to \$275; and professional staff rates of \$250. *See Exhibit 1 (Excerpts of KTMC declaration).*

32. Nichols Kaster, PLLP, a Minnesota-based firm with a national ERISA practice, charges partner rates that range from \$775 to \$875; associate rates that range from \$425 to \$575; paralegal and professional staff rates of \$250. *See Exhibit 2 (Excerpts of Nichols Kaster declaration).*

33. Keller Rohrback L.L.P., a Washington State-based firm with a national ERISA practice, charges partner rates that range from \$765 to \$1,035; associate rates that range from \$400 to \$650; and professional staff rates that range from \$225 to \$325. *See Exhibit 3 (Excerpts of Keller Rohrback declaration)*

34. Robbins Geller Rudman & Dowd LLP, with an office in the state of New York and a national ERISA practice, charges partner rates that range from \$760 to \$1,325;

associate rates that range from \$460 to \$575; paralegal rates that range from \$275 to \$350; and professional staff rates that range from \$290 to \$295. *See* Exhibit 4 (Excerpts of Robbins Geller declaration).

35. Additionally, Capozzi Adler's rates generally compare favorably to the large, sophisticated firms that typically represent defendants in ERISA class actions.

36. The Valeo Report, a report that collected and summarized hourly rates across various firms, shows that among ERISA practice groups within the top 200 law firms in the defense bar, the 2017 hourly rate range for senior partners was \$320-\$1,363 (with an average of \$835), for partners was \$296-\$1,202 (with an average of \$751), and for senior associates was \$238-\$938 (with an average of \$580). *See* Exhibit 5 (Excerpts of Valeo Report). It is worth noting the Valeo Report was published in 2018, thereby reflecting 2018 rates, and indicates an average annual rate increase of approximately 6%.

37. Finally, Capozzi Adler's rates have been implicitly approved by numerous courts while granting requests for fees. *See, e.g., Diaz v. BTG Int'l, Inc.*, No. 19-cv-1664-JMY, 2021 WL 2414580 (E.D. Pa. June 14, 2021); *Gerken et al. v. Mantech Int'l*. No. 1:20-cv-01356-TSE (ECF No. 41) (E.D. Va. May 21, 2021); *Harding et al. v. Southcoast Hosp. Group et al.*, No. 1:20-cv-12216-LTS (ECF. No. 51) (D. Mass. April 25, 2022).

38. This Court has approved fee requests on the basis of hourly rates consistent with those reflected in the instant request. *See Pinnell v. Teva Pharmaceuticals USA, Inc.*, No. 2:19-cv-05738-MAK (ECF No. 93) (E.D. Pa. June 11, 2021).

I declare, pursuant to 28 U.S.C. §1746 and under penalty of perjury, that the foregoing is true and correct to the best of my knowledge, information and belief.

Executed this 15th day of February, 2023, in Merion Station, Pennsylvania.

CAPOZZI ADLER, P.C.

/s/ Mark K. Gyandoh

Mark K. Gyandoh, Esquire

Class Counsel

EXHIBIT 1

Beach, et al. v. JPMorgan Chase Bank, et al. , Civil Action No. 17-CV-00563-JMF**Kessler Topaz Meltzer & Check, LLP - Lodestar****Reporting Period: Inception - August 17, 2020**

Attorneys	Position	Rate	Hours	Current Lodestar
Edward Ciolko	P	\$750.00	22.40	\$16,800.00
Jennifer Enck	C	\$690.00	2.45	\$1,690.50
Abigail Gertner	SA	\$385.00	712.70	\$274,389.50
Dominique Grenier	PA	\$350.00	753.00	\$263,550.00
Mark Gyandoh	C	\$690.00	1,771.80	\$1,222,542.00
James Maro	P	\$850.00	46.95	\$39,907.50
Josh Matarese	P	\$700.00	93.80	\$65,660.00
Joseph Meltzer	P	\$920.00	221.20	\$203,504.00
Peter Muhic	P	\$850.00	42.50	\$36,125.00
Jonathan Neumann	A	\$505.00	41.20	\$20,806.00
Nathan Paustian	PA	\$350.00	2,606.50	\$912,275.00
Andrew Peoples	PA	\$350.00	120.00	\$42,000.00
Lisa Lamb Port	C	\$690.00	425.70	\$293,733.00
Ardit Prifti	A	\$400.00	61.40	\$24,560.00
Julie Siebert-Johnson	A	\$500.00	122.60	\$61,300.00
Donna Siegel Moffa	C	\$690.00	255.50	\$176,295.00
Jason Ware	A	\$525.00	24.60	\$12,915.00
Attorney Totals:			7,324.30	\$3,668,052.50
Paralegals				
Courtney Hemsley	PL	\$260.00	15.10	\$3,926.00
Deborah Moffo	PL	\$250.00	3.60	\$900.00
Ron Muchnick	PL	\$250.00	4.00	\$1,000.00
Holly Paffa	PL	\$260.00	0.10	\$26.00
Lacey Russo	PL	\$260.00	809.20	\$210,392.00
Julie Wotring	PL	\$275.00	263.00	\$72,325.00
Paralegal Totals:			1,095.00	\$288,569.00
Professional Staff				
Tiffany Ehm	PS	\$250.00	38.30	\$9,575.00
Professional Staff Totals:			38.30	\$9,575.00
TOTALS:			8,457.60	\$3,966,196.50

A = Associate

C = Counsel

P = Partner

P = Project Attorney

SA = Staff Attorney

Beach, et al. v. JPMorgan Chase Bank, et al. , Civil Action No. 17-CV-00563-JMF**Kessler Topaz Meltzer & Check, LLP - Expenses****Reporting Period: Inception - August 17, 2020**

EXPENSE DESCRIPTION	TOTAL
Court Reporting	\$27,618.33
Document Delivery (Federal Express, Postage)	\$685.17
Document Review	\$11,588.98
Expert	\$228,837.50
Filing Fees	\$1,845.00
Internal Document Reproduction (63,852 @ 10¢)	\$6,385.20
Litigation Fund Contributions	\$146,050.00
Research	\$10,022.69
Travel, Meals & Lodging	\$22,424.75
Vendor Copy Bills	\$90.01
KTMC TOTAL EXPENSES:	\$455,547.63

EXHIBIT 2

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

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 TERRE BEACH, *et al.*, individually and on behalf
 of themselves and all others similarly situated, :

Plaintiffs, : Civil Action
 17-CV-00563-JMF

v. :

JPMORGAN CHASE BANK, NATIONAL :
 ASSOCIATION, JPMORGAN CHASE &
 COMPANY, *et al.*, :

Defendants. :

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**DECLARATION OF KAI RICHTER IN SUPPORT OF PLAINTIFFS’ MOTION FOR
 ATTORNEYS’ FEES, EXPENSES, AND PLAINTIFFS’
INCENTIVE AWARDS**

I, Kai Richter, herby submit this Declaration in support of Plaintiffs’ Motion for Attorneys’ Fees, Expenses, and Plaintiffs’ Incentive Awards in *Beach v. JPMorgan Chase Bank, N.A., et al.*, 17-CV-00563-JMF (SDNY) (the “Action”).

Professional Overview

1. I am a partner with the law firm of Nichols Kaster, PLLP (“Nichols Kaster”). My firm is one of Plaintiffs’ Counsel in the Action.
2. I am currently licensed in good standing to practice law in the State of Minnesota, and also have been admitted to practice in several federal district courts and appellate courts across the country. A list of jurisdictions and courts in which I am admitted is set forth below:

Supreme Court of the United States
1st Circuit Court of Appeals
2nd Circuit Court of Appeals
3rd Circuit Court of Appeals
6th Circuit Court of Appeals

Firm Overview

8. Nichols Kaster has been engaged in the practice of law for over 30 years, and is devoted to representing the interests of both consumers and employees. The firm has offices in Minneapolis and San Francisco, and currently employs 36 attorneys and a sizeable staff of paralegals, legal assistants, class action clerks, and information technology professionals.

9. Nichols Kaster has extensive class action and collective action experience. The firm has been appointed lead counsel or co-counsel on hundreds of class and collective actions, and has recovered over \$750 million for its clients.

10. Nichols Kaster was named one of the top 50 elite trial firms by National Law Journal in September 2014, and also has been ranked as a Best Law Firm by U.S. News and World Report. In addition, Nichols Kaster has received praise from numerous courts for its work.

11. The firm's lawyers have litigated dozens of cases through trial, and have managed discovery in cases involving millions of pages of documents. The firm is also well regarded for its appellate work, and recently has been involved in two successful appeals before the United States Supreme Court, *Perez v. Mortgage Bankers Ass'n*, 135 S.Ct. 1199 (2015) and *Kasten v. Saint-Gobain Performance Plastics Corp.*, 131 S. Ct. 1325 (2010).

12. A copy of Nichol Kaster's firm resume is attached hereto as **Exhibit A**.

Work Performed by Nichols Kaster

13. As a result of my firm's experience litigating ERISA and other class action cases, we were able to efficiently and effectively assist in the prosecution this action along with the other Plaintiffs' Counsel at the direction of lead counsel from Kessler Topaz Meltzer & Check, LLP.

14. Nichols Kaster has dedicated over 386 hours of time to this case. Among other things, our firm: (1) assisted in the preparation of the Complaint and the subsequent Consolidated

Complaint; (2) assisted in responding to Defendants' motion to dismiss; (3) attended the case management conference on April 24, 2018, at which the Court announced its ruling on the motion to dismiss; (4) assisted with the preparation of document requests and document review; (5) assisted with class certification briefing; (6) took two depositions of defense witnesses (Walter Kress and Terry Belton); (7) reviewed and commented on expert reports; (8) assisted with summary judgment briefing; (9) attended the Zoom mediation with Hunter Hughes III, and assisted in the preparation of Plaintiffs' mediation statement; (10) reviewed and commented on the Settlement Agreement; (11) assisted with the preparation of Plaintiffs' motion for preliminary approval of the Settlement; and (12) communicated regularly with co-counsel to coordinate litigation efforts.

15. This work required the efforts of numerous persons at our firm. As reflected by timekeeper summary below,² our firm expended 346.6 hours of attorney time, and an additional 40.0 hours of professional staff time, for a total of 386.6 hours through the date of this Declaration.

16. The hourly rates for the attorneys, paralegals, and other professional staff set forth below are their standard reported rates for ERISA cases such as this, and are set based on market rates for practitioners in the field. These hourly rates are the same as, or comparable to, rates submitted by our firm and accepted by courts in other ERISA class actions for purposes of cross-checking our lodestar against a proposed fee based on the percentage of the fund method.³

² This timekeeper summary was prepared from contemporaneous, daily time records prepared and maintained by our firm. Details supporting the time records are available upon the request of the Court.

³ See, e.g., *Sims v. BB&T Corp.*, 2019 WL 1993519, at *2 (M.D.N.C. May 6, 2019).

Attorneys	Position	Rate	Hours	Current Lodestar
Paul Lukas	Partner	\$875.00	2.9	\$2,537.50
Kai Richter	Partner	\$775.00	73.3	\$56,807.50
Carl Engstrom	Associate	\$575.00	42.8	\$24,610.00
Mark Thomson	Associate	\$425.00	228.2	\$96,985.00
Attorney Totals:			346.6	\$180,595.00
Professional Staff				
Sean Kelly	Class Action Clerk	\$250.00	3	\$750.00
Steve Eiden	ERISA Analyst	\$250.00	1.8	\$450.00
Angela Kittelson	eDiscovery Mgr	\$250.00	1.5	\$375.00
Cameron Pylka	Litigation Support Specialist	\$250.00	1.6	\$400.00
Liz Luebesmier	Paralegal	\$250.00	3	\$750.00
Deanna Peitz	Paralegal	\$250.00	5.2	\$1,300.00
Ashley Swanson	Paralegal	\$250.00	3.6	\$900.00
Caitlin Thompson	Paralegal	\$250.00	22.7	\$5,675.00
Professional Staff Totals			40.0	\$10,000.00
Firm Totals			386.6	\$190,595.00

17. In my professional opinion, and based on my personal knowledge of the work that was performed and the requirements of this case and similar cases, the time expended on this action by our firm was reasonable and necessary. Throughout this litigation, Class Counsel allocated work to maximize efficiency, with the goal of minimizing duplication of effort.

18. The time entries above do not include future time spent on this case to, among other things, assist with final approval briefing, communicate with class members, respond to any objections to the Settlement, monitor Defendants' compliance with the Settlement, and take other actions necessary to support the Settlement until the conclusion of the Settlement Period.

Nichols Kaster's Costs and Expenses

19. In connection with the prosecution of this Action, Nichols Kaster also advanced and incurred \$80,595.75 in costs and expenses from inception of the litigation through and including the date of this Declaration. These expenses were incurred on behalf of Plaintiffs and

EXHIBIT 3

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

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 TERRE BEACH, *et al.*, individually and on behalf
 of themselves and all others similarly situated, :

Plaintiffs, : Civil Action
 17-CV-00563-JMF

v. :

JPMORGAN CHASE BANK, NATIONAL :
 ASSOCIATION, JPMORGAN CHASE &
 COMPANY, *et al.*, :

Defendants. :

----- x

**DECLARATION OF ERIN M. RILEY IN SUPPORT OF
 PLAINTIFFS’ MOTION FOR ATTORNEYS’ FEES, EXPENSES, AND
PLAINTIFFS’ INCENTIVE AWARDS**

I, Erin M. Riley, herby submit this Declaration in support of Plaintiffs’ Motion for Attorneys’ Fees, Expenses, and Plaintiffs’ Incentive Awards in *Beach v. JPMorgan Chase Bank, N.A., et al.*, 17-CV-00563-JMF (S.D.N.Y.) (the “Action”).

Professional Overview

1. I am a partner with the law firm of Keller Rohrback L.L.P. (“Keller Rohrback”). My firm is one of Plaintiffs’ Counsel in the Action.
2. I am currently licensed in good standing to practice law in the states of Washington and Wisconsin. I have also been admitted to practice in several federal district courts and appellate courts across the country. A list of jurisdictions and courts in which I am admitted is set forth below:

U.S. Supreme Court
Washington State Supreme Court
W.D. Washington

- *In re AIG ERISA Litig.*, No. 04-09387 (S.D.N.Y.) and *In re AIG II ERISA Litig.*, No. 08-05722 (S.D.N.Y.);
- *In re Merrill Lynch & Co., Inc. Securities, Derivative & ERISA Litig.*, No. 07-10268 (S.D.N.Y.);
- *In re State Street Bank and Trust Co. ERISA Litig.*, No. 07-08488 (S.D.N.Y.);
- *Braden v. Wal-Mart Stores, Inc.*, No. 08-3109 (W.D. Mo.);
- *Madoff Direct & Feeder Fund Litig.*, No. 09-8278 (S.D.N.Y.);
- *In re Express Scripts / Anthem ERISA Litig.*, No. 16-3399 (S.D.N.Y.); and,
- *In re EpiPen ERISA Litigation*, No. 17-1884 (D. Minn.).

9. A copy of Keller Rohrback's firm resume, including select attorney biographies, is attached hereto as Exhibit A.

Work Performed by Keller Rohrback

10. As a result of my firm's experience in litigating ERISA and other class action cases, we were able to efficiently and effectively prosecute this action along with the other Plaintiffs' Counsel and at the direction of Class Counsel.

11. Keller Rohrback has dedicated over 2,120 hours of time to this case. Among other things, we:

- Conducted an investigation of claims and filed a complaint;
- Assisted in drafting the consolidated complaint;
- Assisted in drafting opposition to motion to dismiss;
- Assisted in drafting class certification motion and attendant filings;

- Assisted in drafting motion for partial summary judgment and attendant filings and assisted in drafting oppositions to Defendants' partial motions for summary judgment;
- Assisted in drafting responses to Defendants' motions to exclude expert testimony;
- Assisted in drafting and responding to discovery requests;
- Reviewed documents produced by Defendants;
- Deposed a defendant member of EPIC;
- Deposed a member of RPIG;
- Deposed one of Defendants' expert witnesses;
- Second-chaired the deposition of a defendant member of EPIC;
- Second-chaired the deposition of Rule 30(b)(6) company representative;
- Second-chaired (defending) three Named Plaintiff Depositions;
- Attended in-person hearings; and
- Participated in mediation.

12. The work summarized above required the efforts of numerous attorneys and professional staff. As reflected by this summary and detailed below, as of July 21, 2020, our attorneys have expended 1999.50 hours pursuing this matter, and our professional staff (including paralegals and other professional staff) have expended an additional 120.75 hours, for a total of 2,120.25 hours.

13. The hourly rates for these attorneys, paralegals and other professional staff, as set forth below, are their 2020 rates.¹ These hourly rates are subject to annual review and increases, and are set by the firm's Managing Partner and Executive Committee after a thorough review of costs, prevailing rates, and other market indicia. These rates are the same rates used by Keller Rohrback in comparable class actions and other complex litigation. These hourly rates are the same as, or comparable to, rates submitted by my firm and accepted by courts in other complex class actions for purposes of "cross-checking" lodestar against a proposed fee based on the percentage of the fund method, as well as determining a reasonable fee under the lodestar method.

Timekeeper	Hours	Rate	Lodestar
Partners:			
Erin Riley	323.60	\$815.00	\$263,734.00
Gretchen Obrist	130.60	\$765.00	\$99,909.00
David Preminger	27.00	\$975.00	\$26,325.00
Lynn Sarko	20.50	\$1,035.00	\$21,217.50
Associates:			
Tanya Korkhov	1,296.20	\$650.00	\$842,530.00
Kash Karmand	201.60	\$400.00	\$80,640.00
Total Attorneys	1,999.50		\$1,334,355
Professionals:			
Jason Kolcun	55.50	\$325.00	\$18,037.50
Brian Spangler	30.70	\$285.00	\$8,749.50
Cathy Hopkins	14.75	\$260.00	\$3,835.00
Carley Eyler	7.90	\$230.00	\$1,817.00
Katie Rodenburg	6.50	\$225.00	\$1,462.50
Amanda Gonzalez	5.40	\$250.00	\$1,350.00
Total Professionals	120.75		\$35,251.50
Total Attorneys & Professionals	2,120.25		\$1,369,606.50

¹ The rates reflected on this chart are the firm's 2020 rates, except if time keeper left the firm, in which case we have used their historic hourly rates.

This schedule was prepared from contemporaneous, daily time records prepared and maintained by my firm. We have not included time keepers who billed five hours or less to this case.

14. In my professional opinion, and based on my personal knowledge of the work that was performed and the requirements of this case and similar cases, the time expended on this action by my firm was reasonable and necessary.² Throughout this litigation, Class Counsel allocated work to maximize efficiency, assigning tasks based on a number of considerations and with the goal of minimizing duplication of effort, thereby minimizing fees in the case.

15. The time entries above do not include future time spent on this case to, among other things, communicate with class members, respond to any objections to the Settlement, monitor Defendants' compliance with the Settlement, and take other actions necessary to support the Settlement until the conclusion of the Settlement Period. Based on my experience supporting and supervising similar settlements, I estimate that Keller Rohrback will spend an additional 50-100 hours of professional time after the date of this Declaration.

Keller Rohrback's Costs and Expenses

16. In connection with the prosecution of this Action, Keller Rohrback also advanced and incurred \$111,558.72 in costs and expenses from inception through and including the date of this Declaration. These expenses were incurred on behalf of Plaintiffs and the Class by my firm and, because my firm handed this Action on a contingent basis, have not yet been reimbursed.

17. These expenses are detailed below:

² Details supporting the time records referenced in this declaration are available upon the request of the Court.

EXHIBIT 4

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

----- X
TERRE BEACH, *et al.*, individually and on behalf
of themselves and all others similarly situated, :

Plaintiffs, : Civil Action
v. : 1:17-CV-00563-JMF
:
JPMORGAN CHASE BANK, NATIONAL :
ASSOCIATION, JPMORGAN CHASE & :
COMPANY, *et al.*, :
Defendants. :
----- X

**DECLARATION OF EVAN J. KAUFMAN IN SUPPORT OF PLAINTIFFS' MOTION
FOR ATTORNEYS' FEES AND EXPENSES**

I, EVAN J. KAUFMAN, hereby submit this Declaration in support of Plaintiffs' Motion for Attorneys' Fees and Expenses in *Beach v. JPMorgan Chase Bank, N.A., et al.*, 1:17-CV-00563-JMF (S.D.N.Y.) (the "Action").

Professional Overview

1. I am a member of the law firm of Robbins Geller Rudman & Dowd LLP ("Robbins Geller"). My firm is one of Plaintiffs' Counsel in the Action.

2. I am currently licensed in good standing to practice law in the State of New York and have also been admitted to practice in several federal district courts and appellate courts across the country. I am in good standing in every jurisdiction in which I am admitted to practice. A list of jurisdictions and courts in which I am admitted is set forth below:

- *The Bd. of Tr. of the City of Birmingham Emps. ' Ret. Sys. v. Comerica Bank*, No. 2:09-cv-13201-SJM (E.D. Mich.) (\$11 million recovery).

Firm Overview

6. Robbins Geller is one of the world's leading complex litigation firms representing plaintiffs in securities litigation, antitrust, ERISA, corporate mergers and acquisitions, consumer and insurance fraud, multi-district litigation, and whistleblower protection cases. With 200 lawyers in nine offices, Robbins Geller has obtained many of the largest securities, antitrust, and consumer class action recoveries in history, recovering tens of billions of dollars for victims of fraud and corporate wrongdoing. Robbins Geller attorneys are consistently recognized by courts, professional organizations and the media as leading lawyers in their fields of practice.

7. A copy of Robbins Geller's firm resume is attached hereto as **Exhibit A**.

Work Performed by Robbins Geller

8. As a result of my firm's experience in litigating ERISA and other class action cases, we were able to efficiently and effectively prosecute this Action along with the other Plaintiffs' Counsel and at the direction of Class Counsel.

9. Robbins Geller has dedicated 1,016.90 hours of time to this case. Robbins Geller was involved throughout this Action. Among other things, we: (i) reviewed and analyzed the Plan and Plan documents, as well as the investment performance of each Plan option relative to investment benchmarks and investment alternatives; (ii) researched the applicable law with respect to the claims asserted in the Action and the potential defenses thereto; (iii) researched, analyzed, and ultimately drafted the allegations contained in Plaintiff Ferdinand Orellana's class action complaint; (iv) assisted Class Counsel with the drafting of Plaintiffs' consolidated amended complaint and second amended complaint; and (v) assisted with the drafting of Plaintiffs' oppositions to Defendants' motions to dismiss. We were involved with class certification, by among other things: (i) reviewing

and producing documents on behalf of Plaintiff Orellana; (ii) preparing Plaintiff Orellana for and defending his deposition; and (iii) assisting Class Counsel with the class certification papers. We were involved with other aspects of the case, including: (i) preparing for and taking the deposition of one of Defendants' experts; (ii) drafting an opposition to Defendants' motion to preclude the testimony of Plaintiffs' damages expert, Cynthia Jones; (iii) assisting with the opposition to Defendants' motion for summary judgment and Plaintiffs' motion for summary judgment; and (iv) assisting with various aspects of settlement negotiations.

10. The work summarized above required the efforts of numerous attorneys and professional staff. As reflected by this summary and detailed below, eight attorneys have expended 857.40 hours pursuing this matter through the date of this Declaration, and 13 professional staff (including paralegals, investigators, and other professional staff) have expended an additional 159.50 hours, for a total of 1,016.90 hours.

11. The hourly rates for these attorneys, paralegals and other professional staff, as set forth below, are their standard rates. These hourly rates are the same as, or comparable to, rates submitted by my firm and accepted by courts in other complex class actions for purposes of "cross-checking" lodestar against a proposed fee based on the percentage of the fund method, as well as determining a reasonable fee under the lodestar method. The hourly rates shown below are the usual and customary rates used for each individual in all of our cases. A breakdown of the lodestar is as follows:

<i>NAME</i>		<i>HOURS</i>	<i>RATE</i>	<i>LODESTAR</i>
Cochran, Brian E.	(P)	61.60	760	\$ 46,816.00
Kaufman, Evan J.	(P)	197.50	995	196,512.50
Rudman, Samuel	(P)	6.70	1,325	8,877.50
Dolan, Carissa J.	(A)	55.00	520	28,600.00
Mamorsky, Jordan D.	(A)	112.30	575	64,572.50
Merenda, Philip T.	(A)	95.20	425	40,460.00
Schwartz, Andrew L.	(A)	91.00	460	41,860.00
Karam, Francis P.	(OC)	238.10	1,175	279,767.50
Wilhelmy, David E.	(RA)	2.35	295	693.25
Brandon, Kelley T.	(I)	11.50	290	3,335.00
McDonald, Andrew A.	(I)	3.50	290	1,015.00
Paralegals		84.10	275-350	26,265.00
Document Clerk		56.75	150	8,512.50
Shareholder Relations		1.30	100	130.00
<i>TOTAL</i>		<i>1,016.90</i>		<i>\$ 747,416.75</i>

(P) Partner

(A) Associate

(OC) Of Counsel

(RA) Research Analyst

(I) Investigator

12. In my professional opinion, and based on my personal knowledge of the work that was performed and the requirements of this case and similar cases, the time expended on this Action by my firm was reasonable and necessary.¹ Throughout this Action, Class Counsel allocated work to maximize efficiency, assigning tasks based on a number of considerations and with the goal of vigorously prosecuting the case, while also minimizing duplication of effort, thereby minimizing fees in the case.

13. The time entries above do not include future time spent on this case to, among other things, communicate with Class Members, respond to any objections to the Settlement, monitor

¹ Details supporting the time records referenced in this Declaration are available upon the request of the Court.

Defendants' compliance with the Settlement, and take other actions necessary to support the Settlement until the conclusion of the Settlement Period.

Robbins Geller's Expenses and Charges

14. In connection with the prosecution of this Action, Robbins Geller also expended \$87,955.53 in expenses and charges from inception through and including the date of this Declaration. These expenses and charges were made on behalf of the Class by my firm and, because my firm handled this Action on a contingent basis, have not yet been compensated.

15. These expenses and charges are detailed below:

<i>CATEGORY</i>	<i>AMOUNT</i>
Filing, Witness and Other Fees	\$ 4,466.00
Transportation, Hotels & Meals	2,136.98
Telephone	5.63
Postage	19.34
Messenger, Overnight Delivery	119.42
Court Hearing and Deposition Reporting, and Transcripts	2,637.00
Consultant (ERISA Benefits Consulting, Inc.)	1,600.00
In-House Black and White Photocopies (18 copies at \$0.15 per page)	2.70
Online Legal and Financial Research	1,752.30
Litigation Fund Contribution	75,000.00
Publication/Subscriptions	216.16
<i>TOTAL</i>	<i>\$ 87,955.53</i>

EXHIBIT 5

Valeo 2018 Attorney Hourly Rate Report

2018

An exclusive report by



VALEO PARTNERS

Executive Summary

The Valeo 2018 Attorney Hourly Rate Report is the most in-depth look at Attorney hourly rates for large, middle-market and small Law Firms globally. The Report details the hourly rates of Partners, Counsel, Associates and Support Staff for 2012 - 2016 and Forecasts 2018 Rates. The Report has 4 main Sections: 1) Rates by Firm Annual Revenue Groups 2) Rates by Individual Law Firms (Overall, by Practice Areas) with Associate Class Year rates and 3) Magic Circle Firm Rates and 4) Dentons (separately since it opted out of the revenue group surveys).

A word on Valeo's research and compilation methodology. Valeo has a Research Team that identifies hourly rates that are publicly disclosed. About 2,000 hourly rates per week of Attorneys and Support Staff for over 1,200 Law Firms globally are added to the database. Further research is required to "connect the dots" by adding detailed Attorney Profile information and linking the legal work performed to specific Clients and Client Industries. Through this process we are able to provide actionable data to users – Law Firms and Corporate Counsel - of the Valeo Attorney Hourly Rates and our Analytical Reports, including this one, to make important monetary decisions in terms of legal services offered and purchased. In terms of the Report, not all timekeepers will appear in every year so sometimes average rates may vary; in this case the trend line and averages over the 2012 – 2017 period are the best indicators. In the event that Valeo has no rates for a given field (Year or Position), an algorithm is used to estimate a rate or rates. Upon the request from Clients to complete the Rate Cards for most large Law Firms, we estimated some rates for various Associate Class Years and other Positions, these are marked with "E" for estimate. Valeo considers Senior Partners to be ones with 25+ years of experiencing (Law School Graduation Year of 1989 or sooner), Partners with 24 years or less experience and Senior Associates with 5 years or more experience. Of course, those experience levels may vary by Firm but seem to work for both Large Law Firms and Middle-Market ones.

Valeo takes no responsibility for the information obtained from public or private sources in compiling this Report or for the errors and omissions of its Research staff. This Report is for internal purposes only. Any other use by the purchaser of this Report, for example use in any Court or Mediation or in the Media, is prohibited except with the prior written consent of Valeo Partners. All comments, feedback and questions are welcomed and should be directed to Chuck Chandler, Partner of the Legal Consulting Practice Group of Valeo Partners, at cchandler@valeopartners.com.

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Skadden, Arps, Slate, Meagher & Flom LLP													
Senior Partner	\$ 1,149	\$ 1,178	3%	\$ 1,211	3%	\$ 1,242	3%	\$ 1,275	3%	\$ 1,311	3%	\$ 1,347	3%
Partner(E)	\$ 1,031	\$ 1,053	2%	\$ 1,095	4%	\$ 1,122	2%	\$ 1,169	4%	\$ 1,202	3%	\$ 1,233	3%
Counsel	\$ 895	\$ 923	3%	\$ 978	6%	\$ 995	2%	\$ 1,040	5%	\$ 1,070	3%	\$ 1,094	2%
Senior Associate	\$ 634	\$ 666	5%	\$ 719	8%	\$ 783	9%	\$ 841	7%	\$ 923	10%	\$ 1,005	9%
8th Year Associate(E)	\$ 497	\$ 545	10%	\$ 596	9%	\$ 641	8%	\$ 683	6%	\$ 756	11%	\$ 805	7%
7th Year Associate(E)	\$ 417	\$ 469	12%	\$ 497	6%	\$ 560	13%	\$ 602	8%	\$ 658	9%	\$ 700	7%
6th Year Associate(E)	\$ 389	\$ 427	10%	\$ 476	12%	\$ 514	8%	\$ 543	5%	\$ 585	8%	\$ 637	9%
5th Year Associate(E)	\$ 355	\$ 380	7%	\$ 405	7%	\$ 442	9%	\$ 481	9%	\$ 509	6%	\$ 554	9%
4th Year Associate(E)	\$ 272	\$ 304	12%	\$ 337	11%	\$ 369	9%	\$ 404	10%	\$ 448	11%	\$ 488	9%
3rd Year Associate(E)	\$ 254	\$ 281	11%	\$ 296	5%	\$ 327	11%	\$ 351	7%	\$ 399	14%	\$ 434	9%
2nd Year Associate(E)	\$ 237	\$ 242	2%	\$ 269	11%	\$ 286	6%	\$ 313	9%	\$ 347	11%	\$ 378	9%
1st Year Associate(E)	\$ 188	\$ 210	12%	\$ 236	12%	\$ 266	12%	\$ 281	6%	\$ 319	13%	\$ 337	5%
Overall	\$526	\$557	6%	\$593	7%	\$629	6%	\$665	6%	\$711	7%	\$751	6%

Energy

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Skadden, Arps, Slate, Meagher & Flom LLP													
Senior Partner(E)	\$ 1,150	\$ 1,197	4%	\$ 1,256	5%	\$ 1,322	5%	\$ 1,364	3%	\$ 1,399	3%	\$ 1,443	3%
Partner	\$ 1,044	\$ 1,069	2%	\$ 1,108	4%	\$ 1,147	4%	\$ 1,200	5%	\$ 1,249	4%	\$ 1,277	2%
Counsel	\$ 814	\$ 832	2%	\$ 871	5%	\$ 904	4%	\$ 938	4%	\$ 974	4%	\$ 994	2%
Senior Associate	\$ 560	\$ 599	7%	\$ 648	8%	\$ 694	7%	\$ 785	13%	\$ 853	9%	\$ 920	8%
8th Year Associate(E)	\$ 434	\$ 444	2%	\$ 496	12%	\$ 556	12%	\$ 628	13%	\$ 706	12%	\$ 770	9%
7th Year Associate(E)	\$ 386	\$ 397	3%	\$ 446	12%	\$ 506	13%	\$ 572	13%	\$ 649	14%	\$ 708	9%
6th Year Associate(E)	\$ 347	\$ 365	5%	\$ 406	11%	\$ 450	11%	\$ 515	14%	\$ 585	14%	\$ 638	9%
5th Year Associate	\$ 309	\$ 321	4%	\$ 353	10%	\$ 401	13%	\$ 448	12%	\$ 509	14%	\$ 555	9%
4th Year Associate(E)	\$ 281	\$ 293	4%	\$ 318	9%	\$ 369	16%	\$ 407	11%	\$ 453	11%	\$ 494	9%
3rd Year Associate	\$ 253	\$ 266	5%	\$ 283	6%	\$ 321	13%	\$ 354	11%	\$ 398	12%	\$ 430	8%
2nd Year Associate(E)	\$ 220	\$ 237	8%	\$ 258	9%	\$ 289	12%	\$ 323	12%	\$ 350	9%	\$ 387	10%
1st Year Associate(E)	\$ 203	\$ 206	2%	\$ 234	14%	\$ 263	12%	\$ 297	13%	\$ 322	9%	\$ 336	4%
Overall	\$500	\$519	4%	\$557	7%	\$602	8%	\$653	8%	\$704	8%	\$746	6%

Corporate Transactions and Securities

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
DLA Piper													
Senior Partner	\$ 816	\$ 881	8%	\$ 901	2%	\$ 946	5%	\$ 1,006	6%	\$ 1,024	2%	\$ 1,065	4%
Partner	\$ 756	\$ 794	5%	\$ 812	2%	\$ 853	5%	\$ 890	4%	\$ 923	4%	\$ 960	4%
Counsel	\$ 583	\$ 612	5%	\$ 630	3%	\$ 647	3%	\$ 660	2%	\$ 675	2%	\$ 699	4%
Senior Associate	\$ 441	\$ 457	4%	\$ 485	6%	\$ 541	12%	\$ 589	9%	\$ 636	8%	\$ 676	6%
8th Year Associate(E)	\$ 339	\$ 374	11%	\$ 398	6%	\$ 442	11%	\$ 471	7%	\$ 509	8%	\$ 556	9%
7th Year Associate(E)	\$ 299	\$ 335	12%	\$ 364	8%	\$ 389	7%	\$ 415	7%	\$ 458	11%	\$ 504	10%
6th Year Associate(E)	\$ 272	\$ 285	5%	\$ 317	11%	\$ 355	12%	\$ 382	7%	\$ 403	6%	\$ 441	9%
5th Year Associate	\$ 245	\$ 254	4%	\$ 279	10%	\$ 327	17%	\$ 340	4%	\$ 367	8%	\$ 392	7%
4th Year Associate	\$ 220	\$ 228	4%	\$ 248	9%	\$ 284	15%	\$ 306	7%	\$ 323	6%	\$ 361	12%
3rd Year Associate	\$ 192	\$ 206	7%	\$ 216	5%	\$ 262	21%	\$ 275	5%	\$ 297	8%	\$ 321	8%
2nd Year Associate	\$ 171	\$ 179	5%	\$ 192	7%	\$ 228	19%	\$ 245	8%	\$ 259	6%	\$ 283	9%
1st Year Associate(E)	\$ 148	\$ 157	6%	\$ 171	9%	\$ 198	16%	\$ 225	14%	\$ 228	1%	\$ 251	10%
Overall	\$373	\$397	6%	\$418	5%	\$456	9%	\$484	6%	\$509	5%	\$542	7%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
DLA Piper													
Senior Partner	\$ 823	\$ 843	2%	\$ 864	2%	\$ 900	4%	\$ 945	5%	\$ 966	2%	\$ 1,009	4%
Partner(E)	\$ 717	\$ 755	5%	\$ 786	4%	\$ 817	4%	\$ 842	3%	\$ 879	4%	\$ 908	3%
Counsel(E)	\$ 641	\$ 656	2%	\$ 686	5%	\$ 704	3%	\$ 740	5%	\$ 765	3%	\$ 790	3%
Senior Associate(E)	\$ 467	\$ 526	13%	\$ 567	8%	\$ 603	6%	\$ 666	10%	\$ 696	4%	\$ 765	10%
8th Year Associate(E)	\$ 375	\$ 398	6%	\$ 443	11%	\$ 469	6%	\$ 510	9%	\$ 545	7%	\$ 569	5%
7th Year Associate(E)	\$ 317	\$ 345	9%	\$ 364	5%	\$ 404	11%	\$ 449	11%	\$ 490	9%	\$ 523	7%
6th Year Associate(E)	\$ 302	\$ 320	6%	\$ 341	6%	\$ 363	6%	\$ 408	13%	\$ 436	7%	\$ 471	8%
5th Year Associate(E)	\$ 248	\$ 276	11%	\$ 298	8%	\$ 322	8%	\$ 363	13%	\$ 384	6%	\$ 414	8%
4th Year Associate(E)	\$ 230	\$ 256	11%	\$ 279	9%	\$ 295	5%	\$ 316	7%	\$ 342	8%	\$ 365	7%
3rd Year Associate(E)	\$ 203	\$ 220	8%	\$ 246	12%	\$ 268	9%	\$ 294	10%	\$ 314	7%	\$ 336	7%
2nd Year Associate(E)	\$ 176	\$ 192	9%	\$ 212	10%	\$ 229	8%	\$ 254	11%	\$ 283	11%	\$ 309	9%
1st Year Associate(E)	\$ 162	\$ 179	11%	\$ 193	8%	\$ 218	13%	\$ 232	6%	\$ 249	8%	\$ 278	12%
Overall	\$389	\$414	7%	\$440	6%	\$466	6%	\$502	8%	\$529	5%	\$562	6%

eMatters

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Jones Day													
Senior Partner	\$ 739	\$ 774	5%	\$ 811	5%	\$ 834	3%	\$ 875	5%	\$ 896	2%	\$ 933	4%
Partner	\$ 598	\$ 614	3%	\$ 644	5%	\$ 671	4%	\$ 688	2%	\$ 703	2%	\$ 733	4%
Counsel(E)	\$ 555	\$ 569	3%	\$ 587	3%	\$ 599	2%	\$ 613	2%	\$ 636	4%	\$ 670	5%
Senior Associate	\$ 396	\$ 404	2%	\$ 432	7%	\$ 487	13%	\$ 525	8%	\$ 557	6%	\$ 594	7%
8th Year Associate(E)	\$ 296	\$ 333	13%	\$ 358	8%	\$ 386	8%	\$ 402	4%	\$ 426	6%	\$ 471	10%
7th Year Associate(E)	\$ 252	\$ 273	8%	\$ 294	8%	\$ 317	8%	\$ 352	11%	\$ 375	6%	\$ 423	13%
6th Year Associate(E)	\$ 226	\$ 246	9%	\$ 264	7%	\$ 283	7%	\$ 307	8%	\$ 334	9%	\$ 377	13%
5th Year Associate(E)	\$ 200	\$ 214	7%	\$ 231	8%	\$ 260	12%	\$ 280	8%	\$ 297	6%	\$ 332	12%
4th Year Associate	\$ 274	\$ 293	7%	\$ 320	9%	\$ 339	6%	\$ 375	11%	\$ 405	8%	\$ 446	10%
3rd Year Associate	\$ 241	\$ 254	5%	\$ 279	10%	\$ 300	8%	\$ 313	4%	\$ 342	9%	\$ 371	8%
2nd Year Associate(E)	\$ 235	\$ 242	3%	\$ 255	5%	\$ 273	7%	\$ 285	4%	\$ 311	9%	\$ 337	8%
1st Year Associate(E)	\$ 178	\$ 188	5%	\$ 207	10%	\$ 225	9%	\$ 251	11%	\$ 274	9%	\$ 303	11%
Overall	\$349	\$367	5%	\$390	6%	\$415	6%	\$439	6%	\$463	6%	\$499	8%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Jones Day													
Senior Partner	\$ 772	\$ 804	4%	\$ 847	5%	\$ 874	3%	\$ 900	3%	\$ 944	5%	\$ 983	4%
Partner	\$ 674	\$ 700	4%	\$ 725	4%	\$ 761	5%	\$ 775	2%	\$ 797	3%	\$ 831	4%
Counsel	\$ 484	\$ 500	3%	\$ 510	2%	\$ 528	3%	\$ 550	4%	\$ 561	2%	\$ 589	5%
Senior Associate	\$ 500	\$ 550	10%	\$ 628	14%	\$ 700	11%	\$ 755	8%	\$ 823	9%	\$ 879	7%
8th Year Associate(E)	\$ 475	\$ 526	11%	\$ 558	6%	\$ 600	8%	\$ 635	6%	\$ 681	7%	\$ 748	10%
7th Year Associate(E)	\$ 390	\$ 405	4%	\$ 428	6%	\$ 472	10%	\$ 532	13%	\$ 606	14%	\$ 647	7%
6th Year Associate(E)	\$ 375	\$ 410	9%	\$ 443	8%	\$ 488	10%	\$ 522	7%	\$ 558	7%	\$ 609	9%
5th Year Associate(E)	\$ 344	\$ 368	7%	\$ 393	7%	\$ 421	7%	\$ 460	9%	\$ 491	7%	\$ 524	7%
4th Year Associate(E)	\$ 309	\$ 324	5%	\$ 354	9%	\$ 391	10%	\$ 424	8%	\$ 447	5%	\$ 472	6%
3rd Year Associate(E)	\$ 276	\$ 291	6%	\$ 316	8%	\$ 339	7%	\$ 377	11%	\$ 411	9%	\$ 437	6%
2nd Year Associate(E)	\$ 253	\$ 266	5%	\$ 291	10%	\$ 310	6%	\$ 334	8%	\$ 366	10%	\$ 395	8%
1st Year Associate(E)	\$ 220	\$ 237	7%	\$ 262	10%	\$ 277	6%	\$ 293	6%	\$ 318	9%	\$ 333	5%
Overall	\$423	\$448	6%	\$480	7%	\$513	7%	\$546	6%	\$584	7%	\$621	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Sidley Austin LLP													
Senior Partner	\$ 775	\$ 802	3%	\$ 828	3%	\$ 844	2%	\$ 880	4%	\$ 899	2%	\$ 931	4%
Partner(E)	\$ 682	\$ 722	6%	\$ 761	5%	\$ 799	5%	\$ 826	3%	\$ 865	5%	\$ 906	5%
Counsel(E)	\$ 627	\$ 657	5%	\$ 670	2%	\$ 701	5%	\$ 732	4%	\$ 741	1%	\$ 759	2%
Senior Associate(E)	\$ 417	\$ 428	2%	\$ 480	12%	\$ 513	7%	\$ 558	9%	\$ 599	7%	\$ 679	13%
8th Year Associate(E)	\$ 320	\$ 340	6%	\$ 381	12%	\$ 402	6%	\$ 454	13%	\$ 490	8%	\$ 538	10%
7th Year Associate(E)	\$ 287	\$ 308	7%	\$ 342	11%	\$ 363	6%	\$ 400	10%	\$ 426	7%	\$ 479	12%
6th Year Associate(E)	\$ 264	\$ 293	11%	\$ 308	5%	\$ 332	8%	\$ 360	8%	\$ 380	6%	\$ 414	9%
5th Year Associate(E)	\$ 235	\$ 242	3%	\$ 258	7%	\$ 288	12%	\$ 313	9%	\$ 342	9%	\$ 371	9%
4th Year Associate	\$ 214	\$ 218	2%	\$ 227	4%	\$ 253	12%	\$ 278	10%	\$ 301	8%	\$ 334	11%
3rd Year Associate(E)	\$ 190	\$ 200	5%	\$ 200	0%	\$ 223	12%	\$ 248	11%	\$ 265	7%	\$ 301	14%
2nd Year Associate(E)	\$ 173	\$ 178	3%	\$ 178	0%	\$ 205	15%	\$ 221	8%	\$ 230	4%	\$ 270	18%
1st Year Associate(E)	\$ 158	\$ 160	2%	\$ 160	0%	\$ 189	18%	\$ 201	6%	\$ 205	2%	\$ 243	19%
Overall	\$362	\$379	5%	\$399	5%	\$426	7%	\$456	7%	\$478	5%	\$519	8%

Energy

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Sidley Austin LLP													
Senior Partner	\$ 979	\$ 1,016	4%	\$ 1,050	3%	\$ 1,100	5%	\$ 1,137	3%	\$ 1,161	2%	\$ 1,188	2%
Partner	\$ 736	\$ 764	4%	\$ 786	3%	\$ 803	2%	\$ 827	3%	\$ 850	3%	\$ 876	3%
Counsel	\$ 531	\$ 548	3%	\$ 577	5%	\$ 592	3%	\$ 619	4%	\$ 638	3%	\$ 656	3%
Senior Associate	\$ 455	\$ 481	6%	\$ 514	7%	\$ 563	10%	\$ 615	9%	\$ 671	9%	\$ 708	5%
8th Year Associate(E)	\$ 363	\$ 394	9%	\$ 425	8%	\$ 441	4%	\$ 487	11%	\$ 544	12%	\$ 586	8%
7th Year Associate(E)	\$ 322	\$ 347	8%	\$ 370	7%	\$ 383	4%	\$ 434	13%	\$ 495	14%	\$ 534	8%
6th Year Associate(E)	\$ 253	\$ 287	14%	\$ 306	6%	\$ 333	9%	\$ 377	13%	\$ 430	14%	\$ 459	7%
5th Year Associate(E)	\$ 254	\$ 281	10%	\$ 317	13%	\$ 351	11%	\$ 371	6%	\$ 392	5%	\$ 418	7%
4th Year Associate(E)	\$ 205	\$ 217	6%	\$ 241	11%	\$ 264	9%	\$ 302	14%	\$ 345	14%	\$ 380	10%
3rd Year Associate(E)	\$ 187	\$ 200	7%	\$ 218	9%	\$ 232	6%	\$ 266	14%	\$ 303	14%	\$ 346	14%
2nd Year Associate(E)	\$ 189	\$ 202	7%	\$ 214	6%	\$ 240	12%	\$ 256	6%	\$ 273	7%	\$ 308	13%
1st Year Associate(E)	\$ 169	\$ 174	3%	\$ 183	5%	\$ 195	6%	\$ 214	10%	\$ 240	12%	\$ 268	11%
Overall	\$387	\$409	6%	\$433	6%	\$458	6%	\$492	7%	\$529	7%	\$560	6%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Morgan, Lewis & Bockius LLP													
Senior Partner	\$ 659	\$ 683	4%	\$ 712	4%	\$ 730	3%	\$ 755	3%	\$ 783	4%	\$ 813	4%
Partner(E)	\$ 577	\$ 605	5%	\$ 633	5%	\$ 660	4%	\$ 693	5%	\$ 712	3%	\$ 743	4%
Counsel(E)	\$ 513	\$ 539	5%	\$ 560	4%	\$ 583	4%	\$ 608	4%	\$ 634	4%	\$ 661	4%
Senior Associate	\$ 268	\$ 293	9%	\$ 309	6%	\$ 329	6%	\$ 357	9%	\$ 378	6%	\$ 408	8%
8th Year Associate(E)	\$ 183	\$ 194	6%	\$ 208	7%	\$ 231	11%	\$ 260	13%	\$ 290	11%	\$ 316	9%
7th Year Associate(E)	\$ 183	\$ 200	10%	\$ 213	6%	\$ 235	10%	\$ 252	7%	\$ 261	4%	\$ 278	7%
6th Year Associate(E)	\$ 166	\$ 172	4%	\$ 192	11%	\$ 204	7%	\$ 222	8%	\$ 240	8%	\$ 256	7%
5th Year Associate(E)	\$ 139	\$ 148	7%	\$ 163	10%	\$ 178	9%	\$ 195	9%	\$ 216	11%	\$ 235	9%
4th Year Associate(E)	\$ 127	\$ 133	4%	\$ 148	12%	\$ 158	6%	\$ 175	11%	\$ 188	7%	\$ 199	6%
3rd Year Associate(E)	\$ 109	\$ 119	9%	\$ 131	10%	\$ 149	14%	\$ 160	7%	\$ 169	6%	\$ 177	5%
2nd Year Associate(E)	\$ 108	\$ 116	8%	\$ 123	6%	\$ 131	6%	\$ 139	6%	\$ 152	9%	\$ 164	8%
1st Year Associate(E)	\$ 90	\$ 94	4%	\$ 103	10%	\$ 117	13%	\$ 128	10%	\$ 135	6%	\$ 142	5%
Overall	\$260	\$275	6%	\$291	6%	\$309	6%	\$329	6%	\$346	5%	\$366	6%

Environmental

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Morgan, Lewis & Bockius LLP													
Senior Partner	\$ 858	\$ 891	4%	\$ 958	7%	\$ 990	3%	\$ 1,035	4%	\$ 1,064	3%	\$ 1,053	-1%
Partner	\$ 787	\$ 818	4%	\$ 863	6%	\$ 909	5%	\$ 924	2%	\$ 976	6%	\$ 966	-1%
Counsel	\$ 729	\$ 750	3%	\$ 785	5%	\$ 811	3%	\$ 832	3%	\$ 864	4%	\$ 886	3%
Senior Associate	\$ 471	\$ 508	8%	\$ 550	8%	\$ 592	8%	\$ 651	10%	\$ 715	10%	\$ 764	7%
8th Year Associate(E)	\$ 370	\$ 407	10%	\$ 446	10%	\$ 464	4%	\$ 516	11%	\$ 566	10%	\$ 605	7%
7th Year Associate(E)	\$ 332	\$ 350	5%	\$ 397	13%	\$ 422	6%	\$ 459	9%	\$ 515	12%	\$ 553	7%
6th Year Associate(E)	\$ 276	\$ 308	12%	\$ 349	13%	\$ 388	11%	\$ 422	9%	\$ 448	6%	\$ 490	9%
5th Year Associate(E)	\$ 282	\$ 288	2%	\$ 319	11%	\$ 357	12%	\$ 372	4%	\$ 390	5%	\$ 426	9%
4th Year Associate(E)	\$ 234	\$ 249	7%	\$ 279	12%	\$ 318	14%	\$ 338	6%	\$ 351	4%	\$ 375	7%
3rd Year Associate(E)	\$ 225	\$ 248	10%	\$ 275	11%	\$ 289	5%	\$ 304	5%	\$ 319	5%	\$ 341	7%
2nd Year Associate(E)	\$ 184	\$ 195	6%	\$ 221	13%	\$ 252	14%	\$ 274	9%	\$ 284	4%	\$ 307	8%
1st Year Associate(E)	\$ 160	\$ 178	11%	\$ 197	11%	\$ 222	13%	\$ 238	7%	\$ 256	7%	\$ 282	10%
Overall	\$409	\$432	6%	\$470	9%	\$501	7%	\$531	6%	\$562	6%	\$587	4%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Norton Rose Fulbright LLP													
Senior Partner	\$ 787	\$ 820	4%	\$ 853	4%	\$ 881	3%	\$ 906	3%	\$ 927	2%	\$ 972	5%
Partner(E)	\$ 748	\$ 766	2%	\$ 782	2%	\$ 810	4%	\$ 825	2%	\$ 853	3%	\$ 884	4%
Counsel(E)	\$ 621	\$ 639	3%	\$ 666	4%	\$ 685	3%	\$ 717	5%	\$ 751	5%	\$ 796	6%
Senior Associate	\$ 320	\$ 338	6%	\$ 368	9%	\$ 402	9%	\$ 429	7%	\$ 469	9%	\$ 516	10%
8th Year Associate(E)	\$ 274	\$ 302	10%	\$ 322	6%	\$ 339	5%	\$ 363	7%	\$ 392	8%	\$ 427	9%
7th Year Associate(E)	\$ 235	\$ 255	8%	\$ 287	12%	\$ 302	5%	\$ 333	10%	\$ 353	6%	\$ 371	5%
6th Year Associate(E)	\$ 200	\$ 217	8%	\$ 238	10%	\$ 255	7%	\$ 280	10%	\$ 314	12%	\$ 338	8%
5th Year Associate(E)	\$ 173	\$ 195	12%	\$ 205	5%	\$ 232	13%	\$ 253	9%	\$ 283	12%	\$ 308	9%
4th Year Associate(E)	\$ 167	\$ 188	12%	\$ 205	9%	\$ 221	7%	\$ 234	6%	\$ 249	7%	\$ 283	14%
3rd Year Associate(E)	\$ 153	\$ 162	6%	\$ 179	10%	\$ 193	8%	\$ 208	8%	\$ 222	6%	\$ 236	6%
2nd Year Associate(E)	\$ 122	\$ 136	11%	\$ 143	5%	\$ 154	8%	\$ 173	13%	\$ 195	12%	\$ 211	8%
1st Year Associate(E)	\$ 112	\$ 121	8%	\$ 132	9%	\$ 146	10%	\$ 159	9%	\$ 174	9%	\$ 190	9%
Overall	\$326	\$345	6%	\$365	6%	\$385	5%	\$407	6%	\$432	6%	\$461	7%

Energy

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Norton Rose Fulbright LLP													
Senior Partner	\$ 714	\$ 773	8%	\$ 790	2%	\$ 817	3%	\$ 842	3%	\$ 893	6%	\$ 903	1%
Partner(E)	\$ 655	\$ 690	5%	\$ 712	3%	\$ 736	3%	\$ 773	5%	\$ 804	4%	\$ 836	4%
Counsel	\$ 596	\$ 607	2%	\$ 627	3%	\$ 641	2%	\$ 688	7%	\$ 700	2%	\$ 769	10%
Senior Associate	\$ 421	\$ 444	5%	\$ 493	11%	\$ 550	11%	\$ 585	6%	\$ 631	8%	\$ 687	9%
8th Year Associate(E)	\$ 337	\$ 381	13%	\$ 409	7%	\$ 444	8%	\$ 484	9%	\$ 505	4%	\$ 556	10%
7th Year Associate(E)	\$ 292	\$ 305	4%	\$ 335	10%	\$ 371	11%	\$ 402	8%	\$ 449	12%	\$ 512	14%
6th Year Associate(E)	\$ 264	\$ 287	9%	\$ 308	7%	\$ 343	11%	\$ 362	6%	\$ 396	9%	\$ 445	13%
5th Year Associate(E)	\$ 228	\$ 247	8%	\$ 277	12%	\$ 298	8%	\$ 317	6%	\$ 356	12%	\$ 387	9%
4th Year Associate(E)	\$ 210	\$ 229	9%	\$ 246	7%	\$ 267	9%	\$ 283	6%	\$ 313	11%	\$ 337	8%
3rd Year Associate(E)	\$ 182	\$ 205	12%	\$ 216	5%	\$ 240	11%	\$ 265	10%	\$ 282	6%	\$ 300	6%
2nd Year Associate(E)	\$ 154	\$ 166	8%	\$ 185	11%	\$ 208	12%	\$ 234	13%	\$ 251	7%	\$ 270	8%
1st Year Associate(E)	\$ 147	\$ 151	3%	\$ 160	6%	\$ 180	12%	\$ 199	11%	\$ 221	11%	\$ 248	12%
Overall	\$350	\$374	7%	\$396	6%	\$425	7%	\$453	7%	\$483	7%	\$521	8%

Corporate Transactions and Securities

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Gibson, Dunn & Crutcher LLP													
Senior Partner	\$ 994	\$ 1,014	2%	\$ 1,060	5%	\$ 1,125	6%	\$ 1,165	4%	\$ 1,188	2%	\$ 1,224	3%
Partner	\$ 883	\$ 914	4%	\$ 958	5%	\$ 986	3%	\$ 1,028	4%	\$ 1,073	4%	\$ 1,115	4%
Counsel	\$ 729	\$ 752	3%	\$ 778	3%	\$ 811	4%	\$ 830	2%	\$ 847	2%	\$ 868	2%
Senior Associate	\$ 552	\$ 607	10%	\$ 661	9%	\$ 754	14%	\$ 786	4%	\$ 842	7%	\$ 907	8%
8th Year Associate(E)	\$ 481	\$ 496	3%	\$ 547	10%	\$ 591	8%	\$ 661	12%	\$ 697	5%	\$ 750	8%
7th Year Associate(E)	\$ 429	\$ 462	8%	\$ 487	5%	\$ 523	7%	\$ 567	9%	\$ 613	8%	\$ 653	6%
6th Year Associate(E)	\$ 391	\$ 412	5%	\$ 438	7%	\$ 478	9%	\$ 528	10%	\$ 564	7%	\$ 601	6%
5th Year Associate	\$ 356	\$ 362	2%	\$ 399	10%	\$ 440	10%	\$ 470	7%	\$ 491	4%	\$ 541	10%
4th Year Associate	\$ 324	\$ 322	0%	\$ 363	13%	\$ 400	10%	\$ 423	6%	\$ 437	3%	\$ 492	13%
3rd Year Associate	\$ 285	\$ 287	1%	\$ 327	14%	\$ 364	12%	\$ 368	1%	\$ 398	8%	\$ 438	10%
2nd Year Associate(E)	\$ 256	\$ 258	1%	\$ 288	11%	\$ 335	17%	\$ 331	-1%	\$ 354	7%	\$ 385	9%
1st Year Associate(E)	\$ 231	\$ 238	3%	\$ 265	11%	\$ 302	14%	\$ 305	1%	\$ 318	5%	\$ 355	11%
Overall	\$493	\$510	4%	\$548	7%	\$592	8%	\$622	5%	\$652	5%	\$694	6%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Gibson, Dunn & Crutcher LLP													
Senior Partner	\$ 786	\$ 824	5%	\$ 842	2%	\$ 864	3%	\$ 904	5%	\$ 934	3%	\$ 957	2%
Partner(E)	\$ 709	\$ 742	5%	\$ 750	1%	\$ 761	1%	\$ 787	3%	\$ 813	3%	\$ 848	4%
Counsel(E)	\$ 613	\$ 642	5%	\$ 663	3%	\$ 684	3%	\$ 716	5%	\$ 739	3%	\$ 775	5%
Senior Associate(E)	\$ 423	\$ 480	14%	\$ 530	10%	\$ 589	11%	\$ 639	9%	\$ 680	6%	\$ 748	10%
8th Year Associate(E)	\$ 353	\$ 392	11%	\$ 437	11%	\$ 467	7%	\$ 516	11%	\$ 576	12%	\$ 632	10%
7th Year Associate(E)	\$ 359	\$ 384	7%	\$ 421	10%	\$ 458	9%	\$ 483	5%	\$ 530	10%	\$ 566	7%
6th Year Associate(E)	\$ 328	\$ 335	2%	\$ 377	12%	\$ 414	10%	\$ 453	9%	\$ 482	6%	\$ 520	8%
5th Year Associate(E)	\$ 285	\$ 303	6%	\$ 335	10%	\$ 359	7%	\$ 393	9%	\$ 443	13%	\$ 468	5%
4th Year Associate(E)	\$ 266	\$ 301	13%	\$ 318	6%	\$ 352	10%	\$ 379	8%	\$ 399	5%	\$ 425	6%
3rd Year Associate(E)	\$ 237	\$ 247	4%	\$ 278	12%	\$ 296	7%	\$ 330	11%	\$ 347	5%	\$ 371	7%
2nd Year Associate(E)	\$ 218	\$ 234	7%	\$ 251	8%	\$ 266	6%	\$ 286	7%	\$ 306	7%	\$ 327	7%
1st Year Associate(E)	\$ 176	\$ 197	12%	\$ 212	8%	\$ 225	6%	\$ 253	12%	\$ 275	9%	\$ 290	5%
Overall	\$396	\$423	7%	\$451	7%	\$478	6%	\$512	7%	\$544	6%	\$577	6%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Ropes & Gray LLP													
Senior Partner	\$ 1,103	\$ 1,155	5%	\$ 1,185	3%	\$ 1,210	2%	\$ 1,222	1%	\$ 1,280	5%	\$ 1,331	4%
Partner(E)	\$ 952	\$ 973	2%	\$ 1,011	4%	\$ 1,041	3%	\$ 1,084	4%	\$ 1,113	3%	\$ 1,161	4%
Counsel(E)	\$ 828	\$ 857	4%	\$ 907	6%	\$ 952	5%	\$ 979	3%	\$ 1,024	5%	\$ 1,078	5%
Senior Associate(E)	\$ 729	\$ 771	6%	\$ 826	7%	\$ 866	5%	\$ 901	4%	\$ 932	4%	\$ 981	5%
8th Year Associate(E)	\$ 466	\$ 484	4%	\$ 545	13%	\$ 596	9%	\$ 648	9%	\$ 730	13%	\$ 794	9%
7th Year Associate(E)	\$ 487	\$ 543	12%	\$ 569	5%	\$ 590	4%	\$ 642	9%	\$ 672	5%	\$ 731	9%
6th Year Associate(E)	\$ 408	\$ 452	11%	\$ 483	7%	\$ 513	6%	\$ 571	11%	\$ 598	5%	\$ 629	5%
5th Year Associate(E)	\$ 346	\$ 393	14%	\$ 418	6%	\$ 452	8%	\$ 497	10%	\$ 526	6%	\$ 561	7%
4th Year Associate(E)	\$ 323	\$ 360	11%	\$ 385	7%	\$ 406	6%	\$ 432	6%	\$ 473	10%	\$ 503	6%
3rd Year Associate(E)	\$ 269	\$ 300	12%	\$ 317	6%	\$ 335	6%	\$ 376	12%	\$ 417	11%	\$ 463	11%
2nd Year Associate(E)	\$ 248	\$ 260	5%	\$ 290	11%	\$ 326	12%	\$ 360	11%	\$ 383	6%	\$ 403	5%
1st Year Associate(E)	\$ 224	\$ 240	7%	\$ 260	8%	\$ 283	9%	\$ 308	9%	\$ 333	8%	\$ 351	5%
Overall	\$532	\$566	6%	\$600	6%	\$631	5%	\$668	6%	\$707	6%	\$749	6%

Equities

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Ropes & Gray LLP													
Senior Partner	\$ 964	\$ 1,015	5%	\$ 1,056	4%	\$ 1,099	4%	\$ 1,147	4%	\$ 1,199	4%	\$ 1,250	4%
Partner	\$ 899	\$ 921	2%	\$ 952	3%	\$ 981	3%	\$ 1,003	2%	\$ 1,029	3%	\$ 1,057	3%
Counsel	\$ 660	\$ 685	4%	\$ 704	3%	\$ 724	3%	\$ 740	2%	\$ 775	5%	\$ 800	3%
Senior Associate	\$ 441	\$ 489	11%	\$ 533	9%	\$ 583	9%	\$ 626	7%	\$ 681	9%	\$ 740	9%
8th Year Associate(E)	\$ 381	\$ 391	3%	\$ 425	9%	\$ 477	12%	\$ 512	7%	\$ 551	8%	\$ 584	6%
7th Year Associate(E)	\$ 318	\$ 334	5%	\$ 359	7%	\$ 397	11%	\$ 446	12%	\$ 496	11%	\$ 540	9%
6th Year Associate(E)	\$ 278	\$ 301	8%	\$ 334	11%	\$ 360	8%	\$ 392	9%	\$ 431	10%	\$ 464	7%
5th Year Associate(E)	\$ 255	\$ 277	8%	\$ 292	5%	\$ 314	8%	\$ 349	11%	\$ 393	12%	\$ 413	5%
4th Year Associate(E)	\$ 245	\$ 275	12%	\$ 290	5%	\$ 306	6%	\$ 321	5%	\$ 361	12%	\$ 381	5%
3rd Year Associate(E)	\$ 213	\$ 226	6%	\$ 252	12%	\$ 276	9%	\$ 295	7%	\$ 318	8%	\$ 343	8%
2nd Year Associate(E)	\$ 204	\$ 215	5%	\$ 232	8%	\$ 248	7%	\$ 263	6%	\$ 283	8%	\$ 306	8%
1st Year Associate(E)	\$ 170	\$ 190	12%	\$ 206	8%	\$ 216	5%	\$ 242	12%	\$ 260	8%	\$ 286	10%
Overall	\$419	\$443	6%	\$469	6%	\$498	6%	\$528	6%	\$565	7%	\$597	6%

Corporate Transactions and Securities

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Weil, Gotshal & Manges LLP													
Senior Partner	\$ 1,078	\$ 1,123	4%	\$ 1,150	2%	\$ 1,189	3%	\$ 1,244	5%	\$ 1,305	5%	\$ 1,352	4%
Partner	\$ 863	\$ 887	3%	\$ 910	3%	\$ 938	3%	\$ 993	6%	\$ 1,036	4%	\$ 1,058	2%
Counsel	\$ 859	\$ 898	5%	\$ 926	3%	\$ 946	2%	\$ 980	4%	\$ 1,024	4%	\$ 1,064	4%
Senior Associate	\$ 606	\$ 682	12%	\$ 722	6%	\$ 805	11%	\$ 847	5%	\$ 900	6%	\$ 953	6%
8th Year Associate(E)	\$ 522	\$ 533	2%	\$ 585	10%	\$ 624	7%	\$ 694	11%	\$ 737	6%	\$ 801	9%
7th Year Associate(E)	\$ 430	\$ 464	8%	\$ 515	11%	\$ 568	10%	\$ 624	10%	\$ 670	7%	\$ 731	9%
6th Year Associate(E)	\$ 394	\$ 437	11%	\$ 468	7%	\$ 499	6%	\$ 562	13%	\$ 610	9%	\$ 669	10%
5th Year Associate	\$ 351	\$ 389	11%	\$ 426	10%	\$ 459	8%	\$ 517	13%	\$ 531	3%	\$ 602	13%
4th Year Associate	\$ 316	\$ 350	11%	\$ 388	11%	\$ 418	8%	\$ 475	14%	\$ 488	3%	\$ 548	12%
3rd Year Associate	\$ 278	\$ 315	13%	\$ 357	13%	\$ 376	5%	\$ 423	13%	\$ 434	3%	\$ 504	16%
2nd Year Associate(E)	\$ 250	\$ 287	15%	\$ 325	13%	\$ 338	4%	\$ 368	9%	\$ 391	6%	\$ 454	16%
1st Year Associate(E)	\$ 228	\$ 249	10%	\$ 299	20%	\$ 294	-1%	\$ 320	9%	\$ 352	10%	\$ 404	15%
Overall	\$515	\$551	7%	\$589	7%	\$621	5%	\$671	8%	\$706	5%	\$762	8%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Weil, Gotshal & Manges LLP													
Senior Partner	\$ 900	\$ 921	2%	\$ 962	4%	\$ 990	3%	\$ 1,031	4%	\$ 1,053	2%	\$ 1,080	2%
Partner(E)	\$ 874	\$ 907	4%	\$ 948	5%	\$ 980	3%	\$ 1,020	4%	\$ 1,057	4%	\$ 1,082	2%
Counsel	\$ 831	\$ 875	5%	\$ 916	5%	\$ 950	4%	\$ 990	4%	\$ 1,040	5%	\$ 1,062	2%
Senior Associate(E)	\$ 629	\$ 702	12%	\$ 739	5%	\$ 801	8%	\$ 891	11%	\$ 946	6%	\$ 1,019	8%
8th Year Associate(E)	\$ 537	\$ 552	3%	\$ 591	7%	\$ 626	6%	\$ 675	8%	\$ 724	7%	\$ 783	8%
7th Year Associate(E)	\$ 460	\$ 485	5%	\$ 519	7%	\$ 564	9%	\$ 596	6%	\$ 637	7%	\$ 705	11%
6th Year Associate(E)	\$ 385	\$ 393	2%	\$ 434	10%	\$ 479	10%	\$ 538	12%	\$ 580	8%	\$ 627	8%
5th Year Associate(E)	\$ 316	\$ 341	8%	\$ 384	13%	\$ 425	11%	\$ 466	10%	\$ 505	8%	\$ 565	12%
4th Year Associate(E)	\$ 315	\$ 339	7%	\$ 358	6%	\$ 379	6%	\$ 411	8%	\$ 449	9%	\$ 497	11%
3rd Year Associate(E)	\$ 272	\$ 295	9%	\$ 322	9%	\$ 353	10%	\$ 372	5%	\$ 400	8%	\$ 452	13%
2nd Year Associate(E)	\$ 242	\$ 249	3%	\$ 273	9%	\$ 306	12%	\$ 330	8%	\$ 348	5%	\$ 376	8%
1st Year Associate(E)	\$ 218	\$ 219	1%	\$ 244	11%	\$ 272	11%	\$ 288	6%	\$ 320	11%	\$ 366	14%
Overall	\$498	\$523	5%	\$557	7%	\$594	7%	\$634	7%	\$671	6%	\$718	7%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Paul, Weiss, Rifkind, Wharton & Garrison LLP													
Senior Partner	\$ 1,154	\$ 1,215	5%	\$ 1,242	2%	\$ 1,278	3%	\$ 1,330	4%	\$ 1,363	2%	\$ 1,406	3%
Partner(E)	\$ 984	\$ 1,034	5%	\$ 1,079	4%	\$ 1,116	3%	\$ 1,142	2%	\$ 1,200	5%	\$ 1,251	4%
Counsel(E)	\$ 907	\$ 934	3%	\$ 958	3%	\$ 1,005	5%	\$ 1,041	4%	\$ 1,080	4%	\$ 1,126	4%
Senior Associate(E)	\$ 655	\$ 692	6%	\$ 754	9%	\$ 815	8%	\$ 916	12%	\$ 983	7%	\$ 1,036	5%
8th Year Associate(E)	\$ 515	\$ 589	14%	\$ 624	6%	\$ 682	9%	\$ 767	12%	\$ 814	6%	\$ 868	7%
7th Year Associate(E)	\$ 498	\$ 538	8%	\$ 571	6%	\$ 615	8%	\$ 675	10%	\$ 708	5%	\$ 755	7%
6th Year Associate(E)	\$ 435	\$ 471	8%	\$ 522	11%	\$ 566	8%	\$ 614	9%	\$ 637	4%	\$ 679	7%
5th Year Associate(E)	\$ 392	\$ 409	4%	\$ 457	12%	\$ 496	9%	\$ 542	9%	\$ 573	6%	\$ 610	6%
4th Year Associate(E)	\$ 371	\$ 400	8%	\$ 441	10%	\$ 468	6%	\$ 492	5%	\$ 510	4%	\$ 550	8%
3rd Year Associate(E)	\$ 326	\$ 346	6%	\$ 378	9%	\$ 405	7%	\$ 438	8%	\$ 469	7%	\$ 499	6%
2nd Year Associate(E)	\$ 293	\$ 305	4%	\$ 336	10%	\$ 378	13%	\$ 398	5%	\$ 413	4%	\$ 435	5%
1st Year Associate(E)	\$ 267	\$ 283	6%	\$ 301	6%	\$ 327	9%	\$ 347	6%	\$ 368	6%	\$ 396	8%
Overall	\$566	\$601	6%	\$639	6%	\$679	6%	\$725	7%	\$760	5%	\$801	5%

Environmental

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Paul, Weiss, Rifkind, Wharton & Garrison LLP													
Senior Partner	\$ 1,186	\$ 1,223	3%	\$ 1,270	4%	\$ 1,312	3%	\$ 1,330	1%	\$ 1,397	5%	\$ 1,465	5%
Partner(E)	\$ 1,044	\$ 1,075	3%	\$ 1,107	3%	\$ 1,130	2%	\$ 1,150	2%	\$ 1,204	5%	\$ 1,251	4%
Counsel	\$ 789	\$ 835	6%	\$ 880	5%	\$ 925	5%	\$ 948	2%	\$ 987	4%	\$ 1,012	2%
Senior Associate	\$ 578	\$ 657	14%	\$ 712	8%	\$ 790	11%	\$ 865	9%	\$ 951	10%	\$ 1,045	10%
8th Year Associate(E)	\$ 494	\$ 510	3%	\$ 569	11%	\$ 633	11%	\$ 720	14%	\$ 770	7%	\$ 809	5%
7th Year Associate(E)	\$ 454	\$ 482	6%	\$ 534	11%	\$ 563	5%	\$ 616	9%	\$ 700	14%	\$ 743	6%
6th Year Associate(E)	\$ 395	\$ 425	8%	\$ 456	7%	\$ 496	9%	\$ 548	11%	\$ 609	11%	\$ 663	9%
5th Year Associate(E)	\$ 376	\$ 387	3%	\$ 431	11%	\$ 469	9%	\$ 523	12%	\$ 561	7%	\$ 609	9%
4th Year Associate(E)	\$ 350	\$ 373	7%	\$ 401	8%	\$ 433	8%	\$ 460	6%	\$ 510	11%	\$ 538	5%
3rd Year Associate(E)	\$ 314	\$ 327	4%	\$ 362	11%	\$ 387	7%	\$ 425	10%	\$ 464	9%	\$ 495	7%
2nd Year Associate(E)	\$ 286	\$ 290	2%	\$ 322	11%	\$ 364	13%	\$ 389	7%	\$ 418	8%	\$ 451	8%
1st Year Associate(E)	\$ 239	\$ 258	8%	\$ 290	12%	\$ 319	10%	\$ 344	8%	\$ 380	11%	\$ 407	7%
Overall	\$542	\$570	5%	\$611	7%	\$652	7%	\$693	6%	\$746	8%	\$791	6%

Electronic Discovery

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Paul Hastings LLP													
Senior Partner(E)	\$ 959	\$ 1,000	4%	\$ 1,050	5%	\$ 1,076	2%	\$ 1,130	5%	\$ 1,145	1%	\$ 1,194	4%
Partner	\$ 840	\$ 860	2%	\$ 900	5%	\$ 943	5%	\$ 1,000	6%	\$ 1,022	2%	\$ 1,053	3%
Counsel(E)	\$ 773	\$ 765	-1%	\$ 819	7%	\$ 820	0%	\$ 880	7%	\$ 940	7%	\$ 947	1%
Senior Associate	\$ 711	\$ 666	-6%	\$ 729	10%	\$ 738	1%	\$ 810	10%	\$ 827	2%	\$ 862	4%
8th Year Associate(E)	\$ 557	\$ 557	0%	\$ 583	5%	\$ 585	0%	\$ 655	12%	\$ 641	-2%	\$ 714	11%
7th Year Associate(E)	\$ 512	\$ 513	0%	\$ 525	2%	\$ 538	2%	\$ 596	11%	\$ 577	-3%	\$ 650	13%
6th Year Associate(E)	\$ 445	\$ 472	6%	\$ 457	-3%	\$ 479	5%	\$ 531	11%	\$ 513	-3%	\$ 591	15%
5th Year Associate(E)	\$ 392	\$ 420	7%	\$ 397	-5%	\$ 426	7%	\$ 483	13%	\$ 446	-8%	\$ 526	18%
4th Year Associate(E)	\$ 349	\$ 369	6%	\$ 362	-2%	\$ 379	5%	\$ 430	13%	\$ 397	-8%	\$ 484	22%
3rd Year Associate(E)	\$ 317	\$ 325	2%	\$ 322	-1%	\$ 349	8%	\$ 396	13%	\$ 346	-13%	\$ 431	25%
2nd Year Associate(E)	\$ 286	\$ 293	2%	\$ 280	-4%	\$ 317	13%	\$ 360	13%	\$ 315	-13%	\$ 392	25%
1st Year Associate(E)	\$ 260	\$ 260	0%	\$ 255	-2%	\$ 282	11%	\$ 317	12%	\$ 289	-9%	\$ 361	25%
Overall	\$533	\$541	2%	\$557	3%	\$578	4%	\$632	9%	\$622	-2%	\$684	10%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Paul Hastings LLP													
Senior Partner	\$ 995	\$ 1,015	2%	\$ 1,023	1%	\$ 1,050	3%	\$ 1,097	4%	\$ 1,131	3%	\$ 1,177	4%
Partner	\$ 922	\$ 963	4%	\$ 1,014	5%	\$ 1,038	2%	\$ 1,090	5%	\$ 1,117	2%	\$ 1,145	2%
Counsel(E)	\$ 832	\$ 870	5%	\$ 901	4%	\$ 924	3%	\$ 955	3%	\$ 1,005	5%	\$ 1,031	2%
Senior Associate(E)	\$ 576	\$ 623	8%	\$ 674	8%	\$ 758	12%	\$ 830	10%	\$ 915	10%	\$ 963	5%
8th Year Associate(E)	\$ 501	\$ 527	5%	\$ 594	13%	\$ 638	7%	\$ 694	9%	\$ 733	6%	\$ 785	7%
7th Year Associate(E)	\$ 405	\$ 440	9%	\$ 491	12%	\$ 529	8%	\$ 586	11%	\$ 652	11%	\$ 712	9%
6th Year Associate(E)	\$ 365	\$ 413	13%	\$ 435	5%	\$ 489	12%	\$ 549	12%	\$ 580	6%	\$ 615	6%
5th Year Associate	\$ 325	\$ 376	16%	\$ 396	5%	\$ 440	11%	\$ 489	11%	\$ 505	3%	\$ 565	12%
4th Year Associate(E)	\$ 299	\$ 335	12%	\$ 356	6%	\$ 383	8%	\$ 440	15%	\$ 465	6%	\$ 498	7%
3rd Year Associate(E)	\$ 269	\$ 298	11%	\$ 313	5%	\$ 352	12%	\$ 405	15%	\$ 423	4%	\$ 458	8%
2nd Year Associate(E)	\$ 242	\$ 268	11%	\$ 276	3%	\$ 317	15%	\$ 352	11%	\$ 380	8%	\$ 421	11%
1st Year Associate(E)	\$ 220	\$ 236	7%	\$ 248	5%	\$ 285	15%	\$ 310	9%	\$ 335	8%	\$ 371	11%
Overall	\$496	\$530	7%	\$560	6%	\$600	7%	\$650	8%	\$687	6%	\$728	6%

Corporate Transactions and Securities

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Akin Gump Strauss Hauer & Feld LLP													
Senior Partner	\$ 887	\$ 927	4%	\$ 962	4%	\$ 988	3%	\$ 1,040	5%	\$ 1,065	2%	\$ 1,092	2%
Partner	\$ 695	\$ 710	2%	\$ 735	4%	\$ 754	3%	\$ 786	4%	\$ 815	4%	\$ 842	3%
Counsel	\$ 596	\$ 626	5%	\$ 660	5%	\$ 695	5%	\$ 705	1%	\$ 723	2%	\$ 739	2%
Senior Associate	\$ 463	\$ 500	8%	\$ 534	7%	\$ 563	5%	\$ 628	12%	\$ 683	9%	\$ 745	9%
8th Year Associate(E)	\$ 341	\$ 367	8%	\$ 407	11%	\$ 456	12%	\$ 507	11%	\$ 560	10%	\$ 617	10%
7th Year Associate(E)	\$ 310	\$ 346	11%	\$ 375	8%	\$ 419	12%	\$ 465	11%	\$ 504	8%	\$ 549	9%
6th Year Associate(E)	\$ 309	\$ 339	10%	\$ 367	8%	\$ 387	5%	\$ 427	10%	\$ 453	6%	\$ 505	11%
5th Year Associate	\$ 284	\$ 299	5%	\$ 334	12%	\$ 348	4%	\$ 371	7%	\$ 394	6%	\$ 449	14%
4th Year Associate	\$ 256	\$ 269	5%	\$ 304	13%	\$ 306	1%	\$ 323	5%	\$ 359	11%	\$ 395	10%
3rd Year Associate(E)	\$ 233	\$ 247	6%	\$ 270	9%	\$ 267	-1%	\$ 297	12%	\$ 327	10%	\$ 356	9%
2nd Year Associate(E)	\$ 212	\$ 222	5%	\$ 238	7%	\$ 243	2%	\$ 274	13%	\$ 284	4%	\$ 324	14%
1st Year Associate(E)	\$ 186	\$ 198	6%	\$ 219	11%	\$ 221	1%	\$ 249	13%	\$ 250	0%	\$ 298	19%
Overall	\$398	\$421	6%	\$450	7%	\$471	4%	\$506	8%	\$535	6%	\$576	8%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Akin Gump Strauss Hauer & Feld LLP													
Senior Partner	\$ 774	\$ 808	4%	\$ 848	5%	\$ 883	4%	\$ 925	5%	\$ 957	3%	\$ 977	2%
Partner(E)	\$ 677	\$ 698	3%	\$ 728	4%	\$ 765	5%	\$ 812	6%	\$ 835	3%	\$ 862	3%
Counsel	\$ 586	\$ 614	5%	\$ 636	4%	\$ 650	2%	\$ 682	5%	\$ 696	2%	\$ 730	5%
Senior Associate	\$ 534	\$ 565	6%	\$ 553	-2%	\$ 578	5%	\$ 601	4%	\$ 627	4%	\$ 657	5%
8th Year Associate(E)	\$ 437	\$ 447	2%	\$ 443	-1%	\$ 474	7%	\$ 497	5%	\$ 491	-1%	\$ 526	7%
7th Year Associate(E)	\$ 398	\$ 403	1%	\$ 407	1%	\$ 422	3%	\$ 438	4%	\$ 427	-2%	\$ 484	13%
6th Year Associate(E)	\$ 350	\$ 362	4%	\$ 375	3%	\$ 384	2%	\$ 385	0%	\$ 393	2%	\$ 426	8%
5th Year Associate(E)	\$ 318	\$ 322	1%	\$ 337	5%	\$ 345	2%	\$ 347	0%	\$ 346	0%	\$ 383	11%
4th Year Associate(E)	\$ 283	\$ 284	0%	\$ 293	3%	\$ 318	8%	\$ 302	-5%	\$ 308	2%	\$ 349	13%
3rd Year Associate(E)	\$ 261	\$ 255	-2%	\$ 264	3%	\$ 292	11%	\$ 268	-8%	\$ 280	4%	\$ 317	13%
2nd Year Associate(E)	\$ 227	\$ 225	-1%	\$ 238	6%	\$ 263	11%	\$ 244	-7%	\$ 255	4%	\$ 276	8%
1st Year Associate(E)	\$ 200	\$ 198	-1%	\$ 219	11%	\$ 229	5%	\$ 215	-6%	\$ 229	7%	\$ 249	8%
Overall	\$420	\$432	3%	\$445	3%	\$467	5%	\$476	2%	\$487	2%	\$520	7%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Goodwin Procter LLP													
Senior Partner	\$ 962	\$ 1,010	5%	\$ 1,047	4%	\$ 1,094	4%	\$ 1,120	2%	\$ 1,161	4%	\$ 1,214	4%
Partner(E)	\$ 847	\$ 899	6%	\$ 942	5%	\$ 973	3%	\$ 1,030	6%	\$ 1,057	3%	\$ 1,080	2%
Counsel(E)	\$ 791	\$ 813	3%	\$ 841	3%	\$ 882	5%	\$ 917	4%	\$ 972	6%	\$ 994	2%
Senior Associate	\$ 594	\$ 634	7%	\$ 681	7%	\$ 734	8%	\$ 784	7%	\$ 858	10%	\$ 933	9%
8th Year Associate(E)	\$ 451	\$ 491	9%	\$ 552	12%	\$ 588	7%	\$ 656	12%	\$ 710	8%	\$ 756	6%
7th Year Associate(E)	\$ 428	\$ 452	6%	\$ 485	7%	\$ 511	5%	\$ 577	13%	\$ 618	7%	\$ 650	5%
6th Year Associate(E)	\$ 356	\$ 398	12%	\$ 422	6%	\$ 450	7%	\$ 514	14%	\$ 538	5%	\$ 591	10%
5th Year Associate(E)	\$ 340	\$ 358	5%	\$ 385	7%	\$ 405	5%	\$ 431	6%	\$ 468	8%	\$ 520	11%
4th Year Associate(E)	\$ 278	\$ 293	5%	\$ 315	8%	\$ 354	12%	\$ 375	6%	\$ 412	10%	\$ 448	9%
3rd Year Associate(E)	\$ 239	\$ 250	4%	\$ 280	12%	\$ 298	6%	\$ 325	9%	\$ 358	10%	\$ 386	8%
2nd Year Associate(E)	\$ 192	\$ 213	11%	\$ 234	10%	\$ 257	10%	\$ 278	8%	\$ 312	12%	\$ 339	9%
1st Year Associate(E)	\$ 202	\$ 210	4%	\$ 222	6%	\$ 248	12%	\$ 265	7%	\$ 287	8%	\$ 314	10%
Overall	\$473	\$502	6%	\$534	6%	\$566	6%	\$606	7%	\$646	7%	\$685	6%

Environmental

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Goodwin Procter LLP													
Senior Partner	\$ 604	\$ 627	4%	\$ 655	4%	\$ 673	3%	\$ 699	4%	\$ 716	2%	\$ 740	3%
Partner(E)	\$ 564	\$ 577	2%	\$ 602	4%	\$ 619	3%	\$ 636	3%	\$ 651	2%	\$ 679	4%
Counsel(E)	\$ 492	\$ 505	3%	\$ 518	2%	\$ 531	3%	\$ 549	3%	\$ 566	3%	\$ 579	2%
Senior Associate	\$ 399	\$ 426	7%	\$ 448	5%	\$ 485	8%	\$ 528	9%	\$ 571	8%	\$ 628	10%
8th Year Associate(E)	\$ 298	\$ 304	2%	\$ 343	13%	\$ 380	11%	\$ 418	10%	\$ 442	6%	\$ 497	13%
7th Year Associate(E)	\$ 272	\$ 290	7%	\$ 316	9%	\$ 343	9%	\$ 363	6%	\$ 385	6%	\$ 438	14%
6th Year Associate(E)	\$ 224	\$ 243	9%	\$ 268	10%	\$ 294	10%	\$ 323	10%	\$ 346	7%	\$ 378	9%
5th Year Associate(E)	\$ 218	\$ 236	8%	\$ 250	6%	\$ 271	8%	\$ 276	2%	\$ 312	13%	\$ 330	6%
4th Year Associate(E)	\$ 185	\$ 204	10%	\$ 217	7%	\$ 238	9%	\$ 259	9%	\$ 277	7%	\$ 303	9%
3rd Year Associate(E)	\$ 169	\$ 175	4%	\$ 191	9%	\$ 214	12%	\$ 244	14%	\$ 255	5%	\$ 273	7%
2nd Year Associate(E)	\$ 153	\$ 171	12%	\$ 195	14%	\$ 210	8%	\$ 224	7%	\$ 235	5%	\$ 249	6%
1st Year Associate(E)	\$ 135	\$ 149	10%	\$ 166	11%	\$ 184	11%	\$ 200	9%	\$ 214	7%	\$ 243	14%
Overall	\$309	\$326	5%	\$347	7%	\$370	7%	\$393	6%	\$414	5%	\$445	7%

Corporate Transactions and Securities

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Alston & Bird LLP													
Senior Partner	\$ 745	\$ 749	1%	\$ 803	7%	\$ 807	0%	\$ 842	4%	\$ 887	5%	\$ 911	3%
Partner	\$ 671	\$ 687	2%	\$ 711	3%	\$ 740	4%	\$ 766	3%	\$ 785	2%	\$ 820	4%
Counsel	\$ 641	\$ 663	3%	\$ 678	2%	\$ 707	4%	\$ 738	4%	\$ 766	4%	\$ 785	2%
Senior Associate	\$ 393	\$ 440	12%	\$ 481	9%	\$ 516	7%	\$ 547	6%	\$ 592	8%	\$ 631	6%
8th Year Associate(E)	\$ 340	\$ 360	6%	\$ 385	7%	\$ 409	6%	\$ 433	6%	\$ 480	11%	\$ 512	7%
7th Year Associate(E)	\$ 304	\$ 321	5%	\$ 350	9%	\$ 372	6%	\$ 390	5%	\$ 427	10%	\$ 450	5%
6th Year Associate(E)	\$ 267	\$ 289	8%	\$ 315	9%	\$ 335	6%	\$ 355	6%	\$ 393	11%	\$ 431	10%
5th Year Associate(E)	\$ 236	\$ 254	8%	\$ 290	14%	\$ 308	6%	\$ 331	7%	\$ 361	9%	\$ 389	8%
4th Year Associate(E)	\$ 213	\$ 231	9%	\$ 252	9%	\$ 268	6%	\$ 303	13%	\$ 322	6%	\$ 350	9%
3rd Year Associate(E)	\$ 188	\$ 204	8%	\$ 215	5%	\$ 238	11%	\$ 254	6%	\$ 286	13%	\$ 307	7%
2nd Year Associate(E)	\$ 156	\$ 170	9%	\$ 180	6%	\$ 202	12%	\$ 218	8%	\$ 249	14%	\$ 262	5%
1st Year Associate(E)	\$ 150	\$ 154	3%	\$ 163	5%	\$ 182	12%	\$ 203	11%	\$ 219	8%	\$ 233	7%
Overall	\$359	\$377	5%	\$402	7%	\$424	5%	\$448	6%	\$481	7%	\$507	5%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Alston & Bird LLP													
Senior Partner	\$ 715	\$ 743	4%	\$ 769	3%	\$ 802	4%	\$ 825	3%	\$ 855	4%	\$ 897	5%
Partner	\$ 551	\$ 569	3%	\$ 581	2%	\$ 608	5%	\$ 622	2%	\$ 636	2%	\$ 659	4%
Counsel(E)	\$ 491	\$ 502	2%	\$ 533	6%	\$ 565	6%	\$ 595	5%	\$ 617	4%	\$ 648	5%
Senior Associate	\$ 396	\$ 425	7%	\$ 475	12%	\$ 511	8%	\$ 556	9%	\$ 586	5%	\$ 624	6%
8th Year Associate(E)	\$ 318	\$ 340	7%	\$ 389	14%	\$ 423	9%	\$ 445	5%	\$ 479	8%	\$ 523	9%
7th Year Associate(E)	\$ 275	\$ 310	12%	\$ 354	14%	\$ 377	6%	\$ 405	8%	\$ 422	4%	\$ 460	9%
6th Year Associate(E)	\$ 258	\$ 285	11%	\$ 312	9%	\$ 335	8%	\$ 360	8%	\$ 380	5%	\$ 404	6%
5th Year Associate(E)	\$ 235	\$ 248	5%	\$ 265	7%	\$ 286	8%	\$ 314	10%	\$ 338	8%	\$ 367	9%
4th Year Associate(E)	\$ 195	\$ 216	10%	\$ 247	14%	\$ 259	5%	\$ 285	10%	\$ 311	9%	\$ 341	10%
3rd Year Associate(E)	\$ 174	\$ 194	12%	\$ 215	11%	\$ 233	9%	\$ 260	11%	\$ 271	4%	\$ 295	9%
2nd Year Associate(E)	\$ 153	\$ 171	11%	\$ 189	11%	\$ 205	8%	\$ 228	12%	\$ 249	9%	\$ 267	7%
1st Year Associate(E)	\$ 149	\$ 165	10%	\$ 180	10%	\$ 194	8%	\$ 210	8%	\$ 229	9%	\$ 248	8%
Overall	\$326	\$347	7%	\$376	8%	\$400	6%	\$425	6%	\$448	5%	\$478	7%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
O'Melveny & Myers LLP													
Senior Partner	\$ 994	\$ 1,031	4%	\$ 1,054	2%	\$ 1,098	4%	\$ 1,125	2%	\$ 1,161	3%	\$ 1,188	2%
Partner(E)	\$ 876	\$ 920	5%	\$ 957	4%	\$ 998	4%	\$ 1,024	3%	\$ 1,068	4%	\$ 1,114	4%
Counsel(E)	\$ 823	\$ 844	3%	\$ 882	5%	\$ 899	2%	\$ 921	2%	\$ 940	2%	\$ 980	4%
Senior Associate(E)	\$ 522	\$ 572	9%	\$ 623	9%	\$ 696	12%	\$ 751	8%	\$ 837	11%	\$ 897	7%
8th Year Associate(E)	\$ 456	\$ 473	4%	\$ 509	8%	\$ 569	12%	\$ 628	10%	\$ 655	4%	\$ 705	8%
7th Year Associate(E)	\$ 391	\$ 446	14%	\$ 483	8%	\$ 534	11%	\$ 565	6%	\$ 603	7%	\$ 645	7%
6th Year Associate(E)	\$ 360	\$ 377	5%	\$ 424	12%	\$ 469	11%	\$ 503	7%	\$ 524	4%	\$ 566	8%
5th Year Associate(E)	\$ 312	\$ 321	3%	\$ 360	12%	\$ 401	11%	\$ 447	12%	\$ 477	7%	\$ 510	7%
4th Year Associate(E)	\$ 284	\$ 299	5%	\$ 333	11%	\$ 374	12%	\$ 398	7%	\$ 420	5%	\$ 458	9%
3rd Year Associate(E)	\$ 245	\$ 261	6%	\$ 292	12%	\$ 322	10%	\$ 358	11%	\$ 378	6%	\$ 402	6%
2nd Year Associate(E)	\$ 226	\$ 236	4%	\$ 263	11%	\$ 283	8%	\$ 310	9%	\$ 333	7%	\$ 351	5%
1st Year Associate(E)	\$ 193	\$ 212	10%	\$ 236	12%	\$ 255	8%	\$ 287	12%	\$ 306	7%	\$ 327	7%
Overall	\$474	\$499	5%	\$535	7%	\$575	8%	\$610	6%	\$642	5%	\$679	6%

Finance

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
O'Melveny & Myers LLP													
Senior Partner	\$ 878	\$ 919	5%	\$ 963	5%	\$ 999	4%	\$ 1,020	2%	\$ 1,068	5%	\$ 1,110	4%
Partner	\$ 863	\$ 890	3%	\$ 911	2%	\$ 933	2%	\$ 975	4%	\$ 995	2%	\$ 1,029	3%
Counsel	\$ 686	\$ 707	3%	\$ 741	5%	\$ 770	4%	\$ 791	3%	\$ 815	3%	\$ 850	4%
Senior Associate(E)	\$ 486	\$ 505	4%	\$ 570	13%	\$ 636	11%	\$ 690	9%	\$ 741	7%	\$ 800	8%
8th Year Associate(E)	\$ 381	\$ 415	9%	\$ 457	10%	\$ 477	4%	\$ 520	9%	\$ 574	10%	\$ 630	10%
7th Year Associate(E)	\$ 363	\$ 377	4%	\$ 416	10%	\$ 445	7%	\$ 480	8%	\$ 517	8%	\$ 562	9%
6th Year Associate(E)	\$ 297	\$ 331	12%	\$ 370	12%	\$ 406	10%	\$ 439	8%	\$ 475	8%	\$ 521	10%
5th Year Associate(E)	\$ 299	\$ 324	8%	\$ 351	9%	\$ 379	8%	\$ 410	8%	\$ 428	4%	\$ 462	8%
4th Year Associate(E)	\$ 254	\$ 282	11%	\$ 299	6%	\$ 338	13%	\$ 369	9%	\$ 385	4%	\$ 420	9%
3rd Year Associate(E)	\$ 213	\$ 228	7%	\$ 249	9%	\$ 277	11%	\$ 306	10%	\$ 343	12%	\$ 371	8%
2nd Year Associate(E)	\$ 198	\$ 218	10%	\$ 236	8%	\$ 257	9%	\$ 280	9%	\$ 305	9%	\$ 321	5%
1st Year Associate(E)	\$ 165	\$ 182	10%	\$ 195	7%	\$ 216	10%	\$ 238	10%	\$ 268	13%	\$ 283	5%
Overall	\$423	\$448	6%	\$480	7%	\$511	6%	\$543	6%	\$576	6%	\$613	6%

Creditor's Rights

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Foley & Lardner LLP													
Senior Partner	\$ 675	\$ 685	1%	\$ 703	3%	\$ 725	3%	\$ 750	3%	\$ 767	2%	\$ 785	2%
Partner(E)	\$ 560	\$ 585	4%	\$ 616	5%	\$ 637	3%	\$ 664	4%	\$ 690	4%	\$ 707	2%
Counsel(E)	\$ 535	\$ 542	1%	\$ 563	4%	\$ 587	4%	\$ 614	5%	\$ 628	2%	\$ 655	4%
Senior Associate	\$ 440	\$ 460	5%	\$ 490	7%	\$ 535	9%	\$ 567	6%	\$ 602	6%	\$ 658	9%
8th Year Associate(E)	\$ 344	\$ 364	6%	\$ 388	7%	\$ 428	10%	\$ 459	7%	\$ 488	6%	\$ 557	14%
7th Year Associate(E)	\$ 288	\$ 324	13%	\$ 342	5%	\$ 362	6%	\$ 400	10%	\$ 444	11%	\$ 490	10%
6th Year Associate(E)	\$ 251	\$ 282	12%	\$ 295	5%	\$ 331	12%	\$ 368	11%	\$ 386	5%	\$ 436	13%
5th Year Associate(E)	\$ 257	\$ 271	5%	\$ 296	9%	\$ 322	9%	\$ 338	5%	\$ 351	4%	\$ 388	10%
4th Year Associate(E)	\$ 215	\$ 231	8%	\$ 260	13%	\$ 281	8%	\$ 304	9%	\$ 323	6%	\$ 353	9%
3rd Year Associate(E)	\$ 186	\$ 206	10%	\$ 217	5%	\$ 244	13%	\$ 265	9%	\$ 288	9%	\$ 318	10%
2nd Year Associate(E)	\$ 163	\$ 171	5%	\$ 191	12%	\$ 215	13%	\$ 236	10%	\$ 262	11%	\$ 289	10%
1st Year Associate(E)	\$ 146	\$ 162	11%	\$ 173	7%	\$ 189	9%	\$ 207	10%	\$ 228	10%	\$ 240	5%
Overall	\$338	\$357	6%	\$378	6%	\$405	7%	\$431	7%	\$455	5%	\$490	8%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Foley & Lardner LLP													
Senior Partner(E)	\$ 546	\$ 571	5%	\$ 593	4%	\$ 608	2%	\$ 622	2%	\$ 627	1%	\$ 663	6%
Partner	\$ 467	\$ 486	4%	\$ 509	5%	\$ 530	4%	\$ 550	4%	\$ 570	4%	\$ 597	5%
Counsel(E)	\$ 446	\$ 467	5%	\$ 488	5%	\$ 513	5%	\$ 535	4%	\$ 568	6%	\$ 596	5%
Senior Associate	\$ 412	\$ 425	3%	\$ 447	5%	\$ 476	6%	\$ 509	7%	\$ 554	9%	\$ 582	5%
8th Year Associate(E)	\$ 328	\$ 325	-1%	\$ 366	13%	\$ 390	6%	\$ 412	6%	\$ 449	9%	\$ 472	5%
7th Year Associate(E)	\$ 266	\$ 283	6%	\$ 310	9%	\$ 329	6%	\$ 359	9%	\$ 400	11%	\$ 433	8%
6th Year Associate(E)	\$ 217	\$ 242	11%	\$ 263	9%	\$ 286	9%	\$ 316	10%	\$ 348	10%	\$ 373	7%
5th Year Associate(E)	\$ 194	\$ 208	7%	\$ 223	7%	\$ 246	10%	\$ 275	12%	\$ 306	11%	\$ 325	6%
4th Year Associate(E)	\$ 177	\$ 194	9%	\$ 206	6%	\$ 228	10%	\$ 253	11%	\$ 269	7%	\$ 296	10%
3rd Year Associate(E)	\$ 161	\$ 177	10%	\$ 197	11%	\$ 220	11%	\$ 230	5%	\$ 240	4%	\$ 272	14%
2nd Year Associate(E)	\$ 144	\$ 152	5%	\$ 172	13%	\$ 183	7%	\$ 200	9%	\$ 218	9%	\$ 239	10%
1st Year Associate(E)	\$ 135	\$ 138	3%	\$ 151	9%	\$ 162	7%	\$ 182	12%	\$ 190	4%	\$ 211	11%
Overall	\$291	\$306	5%	\$327	7%	\$347	6%	\$370	7%	\$395	7%	\$422	7%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Sheppard, Mullin, Richter & Hampton LLP													
Senior Partner	\$ 566	\$ 592	4%	\$ 605	2%	\$ 630	4%	\$ 652	3%	\$ 668	2%	\$ 693	4%
Partner(E)	\$ 494	\$ 490	-1%	\$ 516	5%	\$ 544	5%	\$ 541	0%	\$ 564	4%	\$ 599	6%
Counsel(E)	\$ 437	\$ 450	3%	\$ 469	4%	\$ 486	4%	\$ 501	3%	\$ 517	3%	\$ 539	4%
Senior Associate	\$ 384	\$ 409	6%	\$ 408	0%	\$ 442	8%	\$ 456	3%	\$ 476	4%	\$ 491	3%
8th Year Associate(E)	\$ 311	\$ 328	5%	\$ 331	1%	\$ 354	7%	\$ 361	2%	\$ 364	1%	\$ 372	2%
7th Year Associate(E)	\$ 280	\$ 298	6%	\$ 294	-1%	\$ 308	5%	\$ 321	4%	\$ 335	4%	\$ 334	0%
6th Year Associate(E)	\$ 249	\$ 263	5%	\$ 265	1%	\$ 280	6%	\$ 296	5%	\$ 308	4%	\$ 294	-5%
5th Year Associate(E)	\$ 217	\$ 231	6%	\$ 236	2%	\$ 252	7%	\$ 272	8%	\$ 271	0%	\$ 265	-2%
4th Year Associate(E)	\$ 191	\$ 213	11%	\$ 217	2%	\$ 229	6%	\$ 247	8%	\$ 247	0%	\$ 230	-7%
3rd Year Associate(E)	\$ 168	\$ 193	15%	\$ 197	2%	\$ 204	4%	\$ 228	11%	\$ 225	-1%	\$ 203	-10%
2nd Year Associate(E)	\$ 155	\$ 170	10%	\$ 180	5%	\$ 182	1%	\$ 207	14%	\$ 204	-1%	\$ 182	-11%
1st Year Associate(E)	\$ 134	\$ 151	13%	\$ 158	4%	\$ 162	2%	\$ 180	11%	\$ 184	2%	\$ 168	-9%
Overall	\$299	\$316	6%	\$323	2%	\$339	5%	\$355	5%	\$364	2%	\$364	0%

Entertainment

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Sheppard, Mullin, Richter & Hampton LLP													
Senior Partner	\$ 690	\$ 704	2%	\$ 725	3%	\$ 744	3%	\$ 775	4%	\$ 791	2%	\$ 815	3%
Partner(E)	\$ 626	\$ 641	2%	\$ 662	3%	\$ 687	4%	\$ 718	5%	\$ 740	3%	\$ 763	3%
Counsel	\$ 550	\$ 565	3%	\$ 586	4%	\$ 616	5%	\$ 646	5%	\$ 674	4%	\$ 696	3%
Senior Associate	\$ 293	\$ 309	5%	\$ 345	12%	\$ 385	12%	\$ 412	7%	\$ 435	6%	\$ 457	5%
8th Year Associate(E)	\$ 232	\$ 250	8%	\$ 270	8%	\$ 293	9%	\$ 317	8%	\$ 337	6%	\$ 379	12%
7th Year Associate(E)	\$ 207	\$ 219	6%	\$ 238	9%	\$ 262	10%	\$ 281	7%	\$ 300	7%	\$ 321	7%
6th Year Associate(E)	\$ 180	\$ 197	9%	\$ 216	10%	\$ 244	13%	\$ 258	6%	\$ 270	5%	\$ 294	9%
5th Year Associate(E)	\$ 152	\$ 169	11%	\$ 184	9%	\$ 210	14%	\$ 225	7%	\$ 248	11%	\$ 269	8%
4th Year Associate(E)	\$ 139	\$ 158	14%	\$ 168	6%	\$ 185	11%	\$ 207	12%	\$ 216	5%	\$ 235	9%
3rd Year Associate(E)	\$ 128	\$ 141	10%	\$ 154	9%	\$ 168	9%	\$ 182	8%	\$ 192	6%	\$ 205	7%
2nd Year Associate(E)	\$ 115	\$ 128	11%	\$ 147	14%	\$ 155	5%	\$ 162	5%	\$ 169	5%	\$ 185	9%
1st Year Associate(E)	\$ 100	\$ 114	14%	\$ 121	6%	\$ 132	9%	\$ 140	6%	\$ 151	8%	\$ 163	8%
Overall	\$284	\$300	5%	\$318	6%	\$340	7%	\$360	6%	\$377	5%	\$398	6%

Discrimination and Harassment

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Littler Mendelson P.C.													
Senior Partner(E)	\$ 438	\$ 489	12%	\$ 487	0%	\$ 540	11%	\$ 603	12%	\$ 615	2%	\$ 689	12%
Partner	\$ 388	\$ 437	13%	\$ 451	3%	\$ 487	8%	\$ 548	13%	\$ 544	-1%	\$ 620	14%
Counsel	\$ 346	\$ 386	12%	\$ 399	3%	\$ 438	10%	\$ 490	12%	\$ 504	3%	\$ 559	11%
Senior Associate	\$ 321	\$ 351	10%	\$ 370	5%	\$ 395	7%	\$ 433	10%	\$ 467	8%	\$ 495	6%
8th Year Associate(E)	\$ 241	\$ 258	7%	\$ 284	10%	\$ 313	10%	\$ 343	10%	\$ 365	6%	\$ 387	6%
7th Year Associate(E)	\$ 226	\$ 233	3%	\$ 257	10%	\$ 278	8%	\$ 312	12%	\$ 336	8%	\$ 358	6%
6th Year Associate(E)	\$ 196	\$ 215	10%	\$ 236	10%	\$ 253	7%	\$ 275	9%	\$ 306	11%	\$ 335	10%
5th Year Associate(E)	\$ 184	\$ 200	9%	\$ 218	9%	\$ 230	6%	\$ 253	10%	\$ 281	11%	\$ 303	8%
4th Year Associate(E)	\$ 164	\$ 179	10%	\$ 191	6%	\$ 210	10%	\$ 233	11%	\$ 250	8%	\$ 264	5%
3rd Year Associate(E)	\$ 159	\$ 163	2%	\$ 177	9%	\$ 187	5%	\$ 212	13%	\$ 230	9%	\$ 245	6%
2nd Year Associate(E)	\$ 134	\$ 141	5%	\$ 158	12%	\$ 168	6%	\$ 188	12%	\$ 203	8%	\$ 219	8%
1st Year Associate(E)	\$ 118	\$ 124	5%	\$ 136	10%	\$ 151	11%	\$ 166	10%	\$ 178	8%	\$ 188	5%
Overall	\$243	\$265	9%	\$280	6%	\$304	9%	\$338	11%	\$357	6%	\$388	9%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Littler Mendelson P.C.													
Senior Partner	\$ 625	\$ 648	4%	\$ 679	5%	\$ 700	3%	\$ 724	3%	\$ 756	4%	\$ 778	3%
Partner(E)	\$ 571	\$ 593	4%	\$ 613	3%	\$ 630	3%	\$ 666	6%	\$ 695	4%	\$ 725	4%
Counsel(E)	\$ 550	\$ 573	4%	\$ 593	4%	\$ 613	3%	\$ 626	2%	\$ 640	2%	\$ 667	4%
Senior Associate	\$ 216	\$ 238	10%	\$ 251	6%	\$ 275	9%	\$ 300	9%	\$ 321	7%	\$ 337	5%
8th Year Associate(E)	\$ 169	\$ 179	6%	\$ 199	11%	\$ 220	11%	\$ 243	10%	\$ 254	5%	\$ 279	10%
7th Year Associate(E)	\$ 151	\$ 169	12%	\$ 180	6%	\$ 203	13%	\$ 224	10%	\$ 234	5%	\$ 251	7%
6th Year Associate(E)	\$ 140	\$ 151	7%	\$ 167	11%	\$ 180	8%	\$ 197	9%	\$ 211	7%	\$ 221	5%
5th Year Associate(E)	\$ 122	\$ 134	10%	\$ 146	9%	\$ 164	13%	\$ 179	9%	\$ 189	6%	\$ 203	7%
4th Year Associate(E)	\$ 110	\$ 123	12%	\$ 133	9%	\$ 148	11%	\$ 159	8%	\$ 172	8%	\$ 183	6%
3rd Year Associate(E)	\$ 103	\$ 107	4%	\$ 116	8%	\$ 128	11%	\$ 139	8%	\$ 150	8%	\$ 161	7%
2nd Year Associate(E)	\$ 86	\$ 97	12%	\$ 102	5%	\$ 113	11%	\$ 128	13%	\$ 138	8%	\$ 145	5%
1st Year Associate(E)	\$ 81	\$ 89	10%	\$ 94	6%	\$ 105	11%	\$ 115	10%	\$ 126	9%	\$ 137	9%
Overall	\$244	\$258	6%	\$273	6%	\$290	6%	\$308	6%	\$324	5%	\$341	5%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Venable LLP													
Senior Partner	\$ 641	\$ 668	4%	\$ 699	5%	\$ 720	3%	\$ 752	4%	\$ 790	5%	\$ 827	5%
Partner(E)	\$ 588	\$ 613	4%	\$ 641	5%	\$ 663	3%	\$ 688	4%	\$ 718	4%	\$ 749	4%
Counsel	\$ 524	\$ 545	4%	\$ 571	5%	\$ 593	4%	\$ 611	3%	\$ 633	3%	\$ 657	4%
Senior Associate(E)	\$ 358	\$ 404	13%	\$ 448	11%	\$ 483	8%	\$ 521	8%	\$ 550	6%	\$ 592	7%
8th Year Associate(E)	\$ 300	\$ 322	8%	\$ 357	11%	\$ 383	7%	\$ 416	9%	\$ 431	4%	\$ 453	5%
7th Year Associate(E)	\$ 237	\$ 270	14%	\$ 292	8%	\$ 319	9%	\$ 351	10%	\$ 375	7%	\$ 403	8%
6th Year Associate(E)	\$ 200	\$ 224	12%	\$ 242	8%	\$ 272	13%	\$ 301	11%	\$ 337	12%	\$ 367	9%
5th Year Associate(E)	\$ 201	\$ 209	4%	\$ 233	11%	\$ 259	11%	\$ 288	11%	\$ 310	8%	\$ 337	9%
4th Year Associate(E)	\$ 174	\$ 190	9%	\$ 211	11%	\$ 226	7%	\$ 240	6%	\$ 270	13%	\$ 291	8%
3rd Year Associate(E)	\$ 156	\$ 171	9%	\$ 189	11%	\$ 209	10%	\$ 225	7%	\$ 238	6%	\$ 270	14%
2nd Year Associate(E)	\$ 138	\$ 147	6%	\$ 165	12%	\$ 185	12%	\$ 204	10%	\$ 216	6%	\$ 233	8%
1st Year Associate(E)	\$ 130	\$ 134	3%	\$ 146	9%	\$ 157	8%	\$ 173	10%	\$ 188	8%	\$ 206	9%
Overall	\$304	\$325	7%	\$349	8%	\$373	7%	\$398	7%	\$421	6%	\$449	7%

Environmental

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Venable LLP													
Senior Partner	\$ 904	\$ 925	2%	\$ 935	1%	\$ 982	5%	\$ 1,007	3%	\$ 1,055	5%	\$ 1,084	3%
Partner(E)	\$ 752	\$ 790	5%	\$ 811	3%	\$ 850	5%	\$ 873	3%	\$ 907	4%	\$ 940	4%
Counsel	\$ 625	\$ 640	2%	\$ 670	5%	\$ 701	5%	\$ 721	3%	\$ 742	3%	\$ 776	5%
Senior Associate	\$ 335	\$ 358	7%	\$ 388	8%	\$ 424	9%	\$ 463	9%	\$ 508	10%	\$ 550	8%
8th Year Associate(E)	\$ 272	\$ 297	9%	\$ 310	5%	\$ 348	12%	\$ 388	11%	\$ 416	7%	\$ 455	10%
7th Year Associate(E)	\$ 256	\$ 273	7%	\$ 296	8%	\$ 323	9%	\$ 352	9%	\$ 378	8%	\$ 405	7%
6th Year Associate(E)	\$ 216	\$ 232	8%	\$ 249	7%	\$ 281	13%	\$ 307	9%	\$ 341	11%	\$ 365	7%
5th Year Associate(E)	\$ 201	\$ 229	14%	\$ 249	9%	\$ 280	12%	\$ 297	6%	\$ 313	6%	\$ 328	5%
4th Year Associate(E)	\$ 187	\$ 208	11%	\$ 222	7%	\$ 247	11%	\$ 273	11%	\$ 288	5%	\$ 302	5%
3rd Year Associate(E)	\$ 171	\$ 185	8%	\$ 202	9%	\$ 219	8%	\$ 236	8%	\$ 254	7%	\$ 272	7%
2nd Year Associate(E)	\$ 171	\$ 175	2%	\$ 193	10%	\$ 204	6%	\$ 214	5%	\$ 226	5%	\$ 242	7%
1st Year Associate(E)	\$ 130	\$ 143	10%	\$ 152	6%	\$ 168	11%	\$ 184	9%	\$ 203	10%	\$ 222	9%
Overall	\$352	\$371	6%	\$390	5%	\$419	7%	\$443	6%	\$469	6%	\$495	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Nixon Peabody LLP													
Senior Partner	\$ 259	\$ 271	5%	\$ 290	7%	\$ 291	0%	\$ 311	7%	\$ 320	3%	\$ 340	6%
Partner(E)	\$ 233	\$ 246	6%	\$ 259	5%	\$ 269	4%	\$ 282	5%	\$ 296	5%	\$ 309	4%
Counsel(E)	\$ 214	\$ 222	4%	\$ 231	4%	\$ 240	4%	\$ 250	4%	\$ 262	5%	\$ 273	4%
Senior Associate	\$ 188	\$ 200	6%	\$ 213	6%	\$ 212	-1%	\$ 230	9%	\$ 238	4%	\$ 240	1%
8th Year Associate(E)	\$ 151	\$ 155	2%	\$ 170	10%	\$ 173	2%	\$ 192	11%	\$ 189	-2%	\$ 193	2%
7th Year Associate(E)	\$ 137	\$ 139	1%	\$ 157	13%	\$ 151	-4%	\$ 175	16%	\$ 166	-5%	\$ 171	3%
6th Year Associate(E)	\$ 126	\$ 125	-1%	\$ 136	9%	\$ 131	-4%	\$ 156	19%	\$ 145	-7%	\$ 153	6%
5th Year Associate	\$ 115	\$ 115	0%	\$ 120	4%	\$ 118	-2%	\$ 136	15%	\$ 132	-3%	\$ 139	6%
4th Year Associate(E)	\$ 102	\$ 104	1%	\$ 109	5%	\$ 107	-2%	\$ 119	11%	\$ 114	-4%	\$ 121	6%
3rd Year Associate(E)	\$ 93	\$ 94	1%	\$ 99	5%	\$ 99	-1%	\$ 110	11%	\$ 100	-9%	\$ 110	10%
2nd Year Associate(E)	\$ 84	\$ 83	-1%	\$ 88	6%	\$ 91	3%	\$ 97	6%	\$ 87	-10%	\$ 101	17%
1st Year Associate(E)	\$ 74	\$ 74	0%	\$ 80	8%	\$ 80	0%	\$ 86	7%	\$ 77	-10%	\$ 93	21%
Overall	\$148	\$152	3%	\$163	7%	\$163	0%	\$179	9%	\$177	-1%	\$187	6%

Energy

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Nixon Peabody LLP													
Senior Partner	\$ 402	\$ 414	3%	\$ 430	4%	\$ 448	4%	\$ 464	4%	\$ 480	3%	\$ 489	2%
Partner(E)	\$ 347	\$ 360	4%	\$ 377	5%	\$ 393	4%	\$ 409	4%	\$ 417	2%	\$ 440	6%
Counsel(E)	\$ 304	\$ 316	4%	\$ 325	3%	\$ 342	5%	\$ 356	4%	\$ 371	4%	\$ 387	4%
Senior Associate	\$ 268	\$ 291	9%	\$ 292	1%	\$ 311	6%	\$ 320	3%	\$ 331	3%	\$ 337	2%
8th Year Associate(E)	\$ 207	\$ 238	15%	\$ 226	-5%	\$ 258	14%	\$ 262	2%	\$ 274	4%	\$ 279	2%
7th Year Associate(E)	\$ 182	\$ 217	19%	\$ 206	-5%	\$ 232	13%	\$ 241	4%	\$ 244	1%	\$ 251	3%
6th Year Associate(E)	\$ 164	\$ 199	21%	\$ 181	-9%	\$ 206	14%	\$ 210	2%	\$ 217	3%	\$ 218	1%
5th Year Associate(E)	\$ 143	\$ 175	23%	\$ 163	-7%	\$ 188	15%	\$ 182	-3%	\$ 197	8%	\$ 197	0%
4th Year Associate(E)	\$ 127	\$ 158	24%	\$ 149	-6%	\$ 167	13%	\$ 166	-1%	\$ 176	6%	\$ 171	-3%
3rd Year Associate(E)	\$ 116	\$ 141	22%	\$ 129	-8%	\$ 150	16%	\$ 146	-3%	\$ 162	11%	\$ 149	-8%
2nd Year Associate(E)	\$ 106	\$ 128	20%	\$ 114	-11%	\$ 132	16%	\$ 130	-2%	\$ 141	8%	\$ 129	-8%
1st Year Associate(E)	\$ 98	\$ 114	16%	\$ 99	-13%	\$ 117	18%	\$ 114	-2%	\$ 126	11%	\$ 118	-7%
Overall	\$205	\$229	12%	\$224	-2%	\$245	9%	\$250	2%	\$261	4%	\$264	1%

PRACTICE AREAS**Bankruptcy**

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.													
Senior Partner(E)	\$ 904	\$ 954	5%	\$ 981	3%	\$ 1,041	6%	\$ 1,065	2%	\$ 1,129	6%	\$ 1,178	4%
Partner	\$ 837	\$ 875	4%	\$ 900	3%	\$ 938	4%	\$ 977	4%	\$ 999	2%	\$ 1,023	2%
Counsel(E)	\$ 612	\$ 649	6%	\$ 673	4%	\$ 707	5%	\$ 740	5%	\$ 769	4%	\$ 797	4%
Senior Associate	\$ 375	\$ 411	10%	\$ 432	5%	\$ 461	7%	\$ 488	6%	\$ 523	7%	\$ 556	6%
8th Year Associate(E)	\$ 276	\$ 309	12%	\$ 327	6%	\$ 369	13%	\$ 393	6%	\$ 438	11%	\$ 471	8%
7th Year Associate(E)	\$ 259	\$ 277	7%	\$ 298	8%	\$ 329	10%	\$ 371	13%	\$ 398	7%	\$ 433	9%
6th Year Associate(E)	\$ 228	\$ 249	9%	\$ 277	11%	\$ 303	9%	\$ 337	11%	\$ 362	8%	\$ 389	7%
5th Year Associate(E)	\$ 228	\$ 246	8%	\$ 271	10%	\$ 288	6%	\$ 316	10%	\$ 333	5%	\$ 352	6%
4th Year Associate(E)	\$ 193	\$ 214	11%	\$ 230	8%	\$ 250	9%	\$ 274	9%	\$ 300	10%	\$ 323	8%
3rd Year Associate(E)	\$ 181	\$ 192	6%	\$ 211	10%	\$ 225	7%	\$ 244	8%	\$ 270	11%	\$ 287	6%
2nd Year Associate(E)	\$ 158	\$ 169	7%	\$ 191	12%	\$ 207	9%	\$ 228	10%	\$ 248	9%	\$ 269	8%
1st Year Associate(E)	\$ 152	\$ 158	4%	\$ 168	7%	\$ 180	7%	\$ 194	7%	\$ 216	12%	\$ 236	9%
Overall	\$367	\$392	7%	\$413	5%	\$442	7%	\$469	6%	\$499	6%	\$526	5%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.													
Senior Partner	\$ 605	\$ 635	5%	\$ 650	2%	\$ 673	4%	\$ 694	3%	\$ 718	3%	\$ 750	4%
Partner(E)	\$ 598	\$ 613	3%	\$ 626	2%	\$ 647	3%	\$ 673	4%	\$ 699	4%	\$ 724	4%
Counsel	\$ 555	\$ 575	4%	\$ 590	3%	\$ 608	3%	\$ 638	5%	\$ 667	4%	\$ 684	3%
Senior Associate	\$ 285	\$ 310	9%	\$ 333	7%	\$ 353	6%	\$ 382	8%	\$ 412	8%	\$ 434	5%
8th Year Associate(E)	\$ 215	\$ 241	12%	\$ 264	9%	\$ 276	5%	\$ 313	13%	\$ 345	10%	\$ 375	9%
7th Year Associate(E)	\$ 210	\$ 217	4%	\$ 237	9%	\$ 249	5%	\$ 279	12%	\$ 307	10%	\$ 334	9%
6th Year Associate(E)	\$ 185	\$ 193	5%	\$ 205	6%	\$ 224	9%	\$ 254	13%	\$ 267	5%	\$ 284	6%
5th Year Associate(E)	\$ 156	\$ 165	6%	\$ 183	10%	\$ 197	8%	\$ 214	9%	\$ 233	9%	\$ 256	10%
4th Year Associate(E)	\$ 124	\$ 139	11%	\$ 155	12%	\$ 171	10%	\$ 186	9%	\$ 205	10%	\$ 223	9%
3rd Year Associate(E)	\$ 127	\$ 138	9%	\$ 156	13%	\$ 168	8%	\$ 179	6%	\$ 186	4%	\$ 203	9%
2nd Year Associate(E)	\$ 107	\$ 113	5%	\$ 127	13%	\$ 142	12%	\$ 155	9%	\$ 168	8%	\$ 183	9%
1st Year Associate(E)	\$ 103	\$ 112	9%	\$ 119	6%	\$ 126	6%	\$ 137	8%	\$ 146	7%	\$ 155	6%
Overall	\$273	\$288	6%	\$304	6%	\$319	5%	\$342	7%	\$363	6%	\$384	6%

Corporate Transactions and Securities

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Kilpatrick Townsend & Stockton LLP													
Senior Partner	\$ 615	\$ 639	4%	\$ 658	3%	\$ 685	4%	\$ 710	4%	\$ 727	2%	\$ 748	3%
Partner(E)	\$ 539	\$ 563	4%	\$ 583	4%	\$ 609	4%	\$ 623	2%	\$ 647	4%	\$ 673	4%
Counsel(E)	\$ 491	\$ 501	2%	\$ 527	5%	\$ 553	5%	\$ 575	4%	\$ 582	1%	\$ 607	4%
Senior Associate	\$ 318	\$ 336	6%	\$ 362	8%	\$ 396	9%	\$ 419	6%	\$ 458	9%	\$ 483	5%
8th Year Associate(E)	\$ 231	\$ 247	7%	\$ 274	11%	\$ 297	8%	\$ 320	8%	\$ 354	11%	\$ 387	9%
7th Year Associate(E)	\$ 208	\$ 229	10%	\$ 241	5%	\$ 271	12%	\$ 293	8%	\$ 312	7%	\$ 340	9%
6th Year Associate(E)	\$ 155	\$ 169	9%	\$ 190	12%	\$ 213	12%	\$ 240	13%	\$ 271	13%	\$ 289	7%
5th Year Associate(E)	\$ 162	\$ 167	3%	\$ 187	12%	\$ 205	10%	\$ 216	5%	\$ 239	10%	\$ 258	8%
4th Year Associate(E)	\$ 135	\$ 152	13%	\$ 167	10%	\$ 184	10%	\$ 205	12%	\$ 217	6%	\$ 231	6%
3rd Year Associate(E)	\$ 133	\$ 137	3%	\$ 150	9%	\$ 164	9%	\$ 183	12%	\$ 198	8%	\$ 223	13%
2nd Year Associate(E)	\$ 113	\$ 118	5%	\$ 130	10%	\$ 141	8%	\$ 156	11%	\$ 176	13%	\$ 191	9%
1st Year Associate(E)	\$ 100	\$ 107	7%	\$ 119	11%	\$ 130	10%	\$ 142	9%	\$ 160	13%	\$ 170	6%
Overall	\$267	\$280	5%	\$299	7%	\$321	7%	\$340	6%	\$362	6%	\$383	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Kilpatrick Townsend & Stockton LLP													
Senior Partner	\$ 694	\$ 724	4%	\$ 743	3%	\$ 780	5%	\$ 797	2%	\$ 831	4%	\$ 855	3%
Partner	\$ 496	\$ 520	5%	\$ 545	5%	\$ 571	5%	\$ 585	2%	\$ 603	3%	\$ 631	5%
Counsel	\$ 429	\$ 448	4%	\$ 467	4%	\$ 483	3%	\$ 495	2%	\$ 516	4%	\$ 539	4%
Senior Associate	\$ 353	\$ 377	7%	\$ 414	10%	\$ 452	9%	\$ 487	8%	\$ 531	9%	\$ 575	8%
8th Year Associate(E)	\$ 273	\$ 288	5%	\$ 324	12%	\$ 354	9%	\$ 390	10%	\$ 406	4%	\$ 451	11%
7th Year Associate(E)	\$ 244	\$ 262	8%	\$ 296	13%	\$ 315	6%	\$ 347	10%	\$ 362	4%	\$ 410	13%
6th Year Associate(E)	\$ 206	\$ 228	11%	\$ 241	6%	\$ 264	9%	\$ 282	7%	\$ 315	11%	\$ 331	5%
5th Year Associate(E)	\$ 179	\$ 184	2%	\$ 206	12%	\$ 224	9%	\$ 252	12%	\$ 274	9%	\$ 288	5%
4th Year Associate(E)	\$ 155	\$ 170	10%	\$ 186	9%	\$ 202	9%	\$ 225	11%	\$ 238	6%	\$ 257	8%
3rd Year Associate(E)	\$ 125	\$ 137	9%	\$ 154	12%	\$ 166	8%	\$ 186	12%	\$ 207	11%	\$ 221	7%
2nd Year Associate(E)	\$ 133	\$ 145	9%	\$ 154	6%	\$ 162	6%	\$ 171	5%	\$ 186	9%	\$ 198	6%
1st Year Associate(E)	\$ 111	\$ 118	7%	\$ 132	12%	\$ 143	8%	\$ 152	7%	\$ 172	13%	\$ 183	6%
Overall	\$283	\$300	6%	\$322	7%	\$343	7%	\$364	6%	\$387	6%	\$412	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Jackson Lewis LLP													
Senior Partner(E)	\$ 591	\$ 622	5%	\$ 653	5%	\$ 706	8%	\$ 725	3%	\$ 757	4%	\$ 786	4%
Partner	\$ 526	\$ 553	5%	\$ 594	7%	\$ 621	5%	\$ 667	7%	\$ 673	1%	\$ 691	3%
Counsel(E)	\$ 479	\$ 503	5%	\$ 535	6%	\$ 553	3%	\$ 601	9%	\$ 613	2%	\$ 601	-2%
Senior Associate	\$ 431	\$ 453	5%	\$ 476	5%	\$ 509	7%	\$ 553	9%	\$ 539	-2%	\$ 535	-1%
8th Year Associate(E)	\$ 341	\$ 371	9%	\$ 373	0%	\$ 398	7%	\$ 458	15%	\$ 413	-10%	\$ 410	-1%
7th Year Associate(E)	\$ 304	\$ 327	8%	\$ 328	0%	\$ 347	6%	\$ 403	16%	\$ 363	-10%	\$ 373	3%
6th Year Associate(E)	\$ 264	\$ 294	11%	\$ 292	-1%	\$ 319	9%	\$ 362	14%	\$ 316	-13%	\$ 336	6%
5th Year Associate(E)	\$ 238	\$ 259	9%	\$ 269	4%	\$ 293	9%	\$ 319	9%	\$ 278	-13%	\$ 309	11%
4th Year Associate(E)	\$ 207	\$ 230	11%	\$ 236	3%	\$ 264	12%	\$ 281	6%	\$ 248	-12%	\$ 269	9%
3rd Year Associate(E)	\$ 190	\$ 205	8%	\$ 206	0%	\$ 230	12%	\$ 258	12%	\$ 225	-13%	\$ 247	10%
2nd Year Associate(E)	\$ 173	\$ 186	8%	\$ 179	-4%	\$ 202	13%	\$ 227	12%	\$ 198	-13%	\$ 227	15%
1st Year Associate(E)	\$ 158	\$ 166	5%	\$ 165	-1%	\$ 180	9%	\$ 200	11%	\$ 182	-9%	\$ 205	12%
Overall	\$325	\$347	7%	\$359	3%	\$385	7%	\$421	9%	\$400	-5%	\$416	4%

Labor and Employment

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Jackson Lewis LLP													
Senior Partner	\$ 618	\$ 633	2%	\$ 654	3%	\$ 677	4%	\$ 695	3%	\$ 722	4%	\$ 744	3%
Partner	\$ 401	\$ 410	2%	\$ 423	3%	\$ 428	1%	\$ 449	5%	\$ 461	3%	\$ 480	4%
Counsel	\$ 349	\$ 363	4%	\$ 379	4%	\$ 395	4%	\$ 409	3%	\$ 420	3%	\$ 441	5%
Senior Associate	\$ 264	\$ 281	6%	\$ 305	9%	\$ 323	6%	\$ 344	6%	\$ 375	9%	\$ 406	8%
8th Year Associate(E)	\$ 190	\$ 214	13%	\$ 233	9%	\$ 246	6%	\$ 272	10%	\$ 293	8%	\$ 321	10%
7th Year Associate(E)	\$ 192	\$ 203	6%	\$ 227	12%	\$ 241	6%	\$ 256	6%	\$ 267	4%	\$ 286	7%
6th Year Associate(E)	\$ 178	\$ 186	5%	\$ 209	12%	\$ 219	5%	\$ 230	5%	\$ 243	5%	\$ 260	7%
5th Year Associate(E)	\$ 145	\$ 162	12%	\$ 182	12%	\$ 195	7%	\$ 205	5%	\$ 223	9%	\$ 240	8%
4th Year Associate(E)	\$ 130	\$ 140	7%	\$ 151	8%	\$ 161	6%	\$ 178	11%	\$ 201	13%	\$ 220	10%
3rd Year Associate(E)	\$ 120	\$ 131	9%	\$ 142	8%	\$ 157	11%	\$ 169	7%	\$ 185	10%	\$ 194	5%
2nd Year Associate(E)	\$ 113	\$ 121	7%	\$ 128	6%	\$ 144	12%	\$ 158	10%	\$ 168	6%	\$ 184	9%
1st Year Associate(E)	\$ 94	\$ 102	8%	\$ 111	10%	\$ 119	7%	\$ 132	11%	\$ 146	11%	\$ 158	8%
Overall	\$233	\$245	5%	\$262	7%	\$275	5%	\$291	6%	\$309	6%	\$328	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Step toe & Johnson LLP													
Senior Partner	\$ 768	\$ 808	5%	\$ 827	2%	\$ 852	3%	\$ 890	4%	\$ 930	4%	\$ 953	2%
Partner(E)	\$ 686	\$ 717	4%	\$ 753	5%	\$ 768	2%	\$ 804	5%	\$ 828	3%	\$ 863	4%
Counsel(E)	\$ 655	\$ 680	4%	\$ 694	2%	\$ 719	4%	\$ 740	3%	\$ 762	3%	\$ 794	4%
Senior Associate(E)	\$ 422	\$ 480	14%	\$ 512	6%	\$ 572	12%	\$ 624	9%	\$ 663	6%	\$ 700	6%
8th Year Associate(E)	\$ 369	\$ 379	3%	\$ 404	7%	\$ 431	7%	\$ 475	10%	\$ 525	10%	\$ 557	6%
7th Year Associate(E)	\$ 351	\$ 364	4%	\$ 394	8%	\$ 423	7%	\$ 450	6%	\$ 477	6%	\$ 515	8%
6th Year Associate(E)	\$ 287	\$ 323	13%	\$ 342	6%	\$ 376	10%	\$ 396	5%	\$ 430	9%	\$ 462	8%
5th Year Associate(E)	\$ 269	\$ 280	4%	\$ 295	5%	\$ 331	12%	\$ 348	5%	\$ 391	12%	\$ 422	8%
4th Year Associate(E)	\$ 240	\$ 263	10%	\$ 293	11%	\$ 316	8%	\$ 333	5%	\$ 348	5%	\$ 369	6%
3rd Year Associate(E)	\$ 217	\$ 237	9%	\$ 253	7%	\$ 271	7%	\$ 296	9%	\$ 313	6%	\$ 337	8%
2nd Year Associate(E)	\$ 202	\$ 210	4%	\$ 228	9%	\$ 245	7%	\$ 267	9%	\$ 279	5%	\$ 302	8%
1st Year Associate(E)	\$ 158	\$ 168	6%	\$ 188	12%	\$ 205	9%	\$ 235	14%	\$ 256	9%	\$ 280	9%
Overall	\$385	\$409	6%	\$432	6%	\$459	6%	\$488	6%	\$517	6%	\$546	6%

Energy

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Step toe & Johnson LLP													
Senior Partner	\$ 709	\$ 731	3%	\$ 751	3%	\$ 777	3%	\$ 803	3%	\$ 834	4%	\$ 862	3%
Partner(E)	\$ 624	\$ 637	2%	\$ 662	4%	\$ 686	4%	\$ 700	2%	\$ 726	4%	\$ 759	5%
Counsel(E)	\$ 540	\$ 552	2%	\$ 571	4%	\$ 583	2%	\$ 614	5%	\$ 646	5%	\$ 668	3%
Senior Associate	\$ 393	\$ 430	9%	\$ 460	7%	\$ 495	8%	\$ 524	6%	\$ 568	8%	\$ 619	9%
8th Year Associate(E)	\$ 282	\$ 309	9%	\$ 338	9%	\$ 369	9%	\$ 406	10%	\$ 435	7%	\$ 465	7%
7th Year Associate(E)	\$ 287	\$ 303	6%	\$ 320	6%	\$ 338	5%	\$ 361	7%	\$ 396	10%	\$ 436	10%
6th Year Associate(E)	\$ 220	\$ 249	13%	\$ 274	10%	\$ 292	6%	\$ 318	9%	\$ 356	12%	\$ 388	9%
5th Year Associate(E)	\$ 227	\$ 245	8%	\$ 274	12%	\$ 286	4%	\$ 305	7%	\$ 328	8%	\$ 346	6%
4th Year Associate(E)	\$ 194	\$ 209	7%	\$ 227	9%	\$ 254	12%	\$ 272	7%	\$ 298	10%	\$ 327	10%
3rd Year Associate(E)	\$ 165	\$ 182	10%	\$ 205	13%	\$ 221	8%	\$ 245	11%	\$ 268	10%	\$ 284	6%
2nd Year Associate(E)	\$ 168	\$ 178	6%	\$ 193	9%	\$ 203	5%	\$ 228	12%	\$ 244	7%	\$ 259	6%
1st Year Associate(E)	\$ 135	\$ 145	8%	\$ 161	10%	\$ 180	12%	\$ 203	13%	\$ 225	11%	\$ 238	6%
Overall	\$329	\$347	6%	\$370	6%	\$390	6%	\$415	6%	\$444	7%	\$471	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Buchanan Ingersoll & Rooney PC													
Senior Partner	\$ 519	\$ 532	3%	\$ 558	5%	\$ 570	2%	\$ 582	2%	\$ 596	2%	\$ 621	4%
Partner	\$ 525	\$ 537	2%	\$ 550	2%	\$ 561	2%	\$ 577	3%	\$ 606	5%	\$ 629	4%
Counsel(E)	\$ 455	\$ 466	2%	\$ 489	5%	\$ 499	2%	\$ 525	5%	\$ 557	6%	\$ 566	2%
Senior Associate(E)	\$ 353	\$ 381	8%	\$ 415	9%	\$ 439	6%	\$ 462	5%	\$ 501	9%	\$ 547	9%
8th Year Associate(E)	\$ 266	\$ 278	5%	\$ 307	11%	\$ 336	9%	\$ 370	10%	\$ 393	6%	\$ 412	5%
7th Year Associate(E)	\$ 242	\$ 266	10%	\$ 290	9%	\$ 306	5%	\$ 322	5%	\$ 342	6%	\$ 371	9%
6th Year Associate(E)	\$ 205	\$ 221	8%	\$ 233	5%	\$ 256	10%	\$ 283	10%	\$ 304	7%	\$ 341	12%
5th Year Associate(E)	\$ 196	\$ 194	-1%	\$ 219	13%	\$ 232	6%	\$ 252	9%	\$ 277	10%	\$ 314	13%
4th Year Associate(E)	\$ 159	\$ 175	10%	\$ 192	9%	\$ 203	6%	\$ 229	13%	\$ 249	9%	\$ 279	12%
3rd Year Associate(E)	\$ 152	\$ 167	10%	\$ 179	7%	\$ 199	11%	\$ 211	6%	\$ 224	6%	\$ 251	12%
2nd Year Associate(E)	\$ 139	\$ 144	4%	\$ 158	9%	\$ 173	9%	\$ 186	7%	\$ 199	7%	\$ 224	12%
1st Year Associate(E)	\$ 117	\$ 125	7%	\$ 138	10%	\$ 152	10%	\$ 167	10%	\$ 174	4%	\$ 197	14%
Overall	\$277	\$291	5%	\$311	7%	\$327	5%	\$347	6%	\$368	6%	\$396	7%

Energy

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Buchanan Ingersoll & Rooney PC													
Senior Partner	\$ 435	\$ 446	2%	\$ 465	4%	\$ 486	4%	\$ 510	5%	\$ 529	4%	\$ 548	4%
Partner(E)	\$ 402	\$ 412	2%	\$ 426	3%	\$ 445	4%	\$ 466	5%	\$ 482	3%	\$ 501	4%
Counsel	\$ 361	\$ 370	2%	\$ 378	2%	\$ 395	4%	\$ 413	4%	\$ 424	3%	\$ 443	4%
Senior Associate	\$ 207	\$ 222	7%	\$ 249	12%	\$ 280	13%	\$ 298	6%	\$ 325	9%	\$ 358	10%
8th Year Associate(E)	\$ 171	\$ 184	8%	\$ 198	8%	\$ 217	9%	\$ 244	12%	\$ 260	7%	\$ 293	12%
7th Year Associate(E)	\$ 154	\$ 169	10%	\$ 180	6%	\$ 193	7%	\$ 207	7%	\$ 226	9%	\$ 249	10%
6th Year Associate(E)	\$ 142	\$ 148	4%	\$ 158	7%	\$ 178	12%	\$ 195	10%	\$ 208	7%	\$ 237	14%
5th Year Associate(E)	\$ 127	\$ 143	13%	\$ 151	6%	\$ 162	7%	\$ 180	11%	\$ 190	6%	\$ 208	10%
4th Year Associate(E)	\$ 108	\$ 122	13%	\$ 129	5%	\$ 141	9%	\$ 153	9%	\$ 165	8%	\$ 176	7%
3rd Year Associate(E)	\$ 95	\$ 107	12%	\$ 113	6%	\$ 122	8%	\$ 133	9%	\$ 150	13%	\$ 159	6%
2nd Year Associate(E)	\$ 102	\$ 107	5%	\$ 116	8%	\$ 122	6%	\$ 131	7%	\$ 138	6%	\$ 150	9%
1st Year Associate(E)	\$ 80	\$ 90	13%	\$ 96	7%	\$ 105	8%	\$ 114	9%	\$ 127	12%	\$ 137	8%
Overall	\$199	\$210	6%	\$222	5%	\$237	7%	\$254	7%	\$269	6%	\$288	7%

Corporate Transactions and Securities

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Arent Fox LLP													
Senior Partner	\$ 700	\$ 734	5%	\$ 763	4%	\$ 798	5%	\$ 829	4%	\$ 872	5%	\$ 897	3%
Partner	\$ 631	\$ 663	5%	\$ 680	3%	\$ 705	4%	\$ 720	2%	\$ 744	3%	\$ 759	2%
Counsel(E)	\$ 581	\$ 596	3%	\$ 610	2%	\$ 631	4%	\$ 658	4%	\$ 691	5%	\$ 727	5%
Senior Associate	\$ 433	\$ 480	11%	\$ 510	6%	\$ 545	7%	\$ 583	7%	\$ 625	7%	\$ 681	9%
8th Year Associate(E)	\$ 310	\$ 330	6%	\$ 369	12%	\$ 416	13%	\$ 457	10%	\$ 484	6%	\$ 551	14%
7th Year Associate(E)	\$ 267	\$ 299	12%	\$ 329	10%	\$ 371	13%	\$ 398	7%	\$ 430	8%	\$ 491	14%
6th Year Associate(E)	\$ 260	\$ 296	14%	\$ 315	6%	\$ 339	8%	\$ 378	12%	\$ 396	5%	\$ 441	11%
5th Year Associate(E)	\$ 238	\$ 267	12%	\$ 286	7%	\$ 301	5%	\$ 333	10%	\$ 348	5%	\$ 370	6%
4th Year Associate(E)	\$ 197	\$ 216	10%	\$ 233	8%	\$ 258	11%	\$ 276	7%	\$ 303	10%	\$ 323	6%
3rd Year Associate(E)	\$ 178	\$ 194	9%	\$ 209	8%	\$ 228	9%	\$ 242	6%	\$ 270	11%	\$ 288	7%
2nd Year Associate(E)	\$ 173	\$ 183	5%	\$ 197	8%	\$ 220	11%	\$ 231	5%	\$ 246	6%	\$ 267	9%
1st Year Associate(E)	\$ 170	\$ 180	6%	\$ 193	7%	\$ 202	5%	\$ 210	4%	\$ 223	6%	\$ 240	8%
Overall	\$345	\$370	7%	\$391	6%	\$418	7%	\$443	6%	\$469	6%	\$503	7%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Arent Fox LLP													
Senior Partner	\$ 589	\$ 605	3%	\$ 635	5%	\$ 658	4%	\$ 678	3%	\$ 701	3%	\$ 734	5%
Partner	\$ 553	\$ 570	3%	\$ 582	2%	\$ 602	3%	\$ 628	4%	\$ 642	2%	\$ 663	3%
Counsel(E)	\$ 433	\$ 445	3%	\$ 464	4%	\$ 486	5%	\$ 516	6%	\$ 542	5%	\$ 572	5%
Senior Associate	\$ 275	\$ 302	10%	\$ 333	10%	\$ 360	8%	\$ 395	10%	\$ 432	9%	\$ 469	9%
8th Year Associate(E)	\$ 224	\$ 237	6%	\$ 259	9%	\$ 288	11%	\$ 313	8%	\$ 350	12%	\$ 372	6%
7th Year Associate(E)	\$ 203	\$ 221	9%	\$ 246	11%	\$ 262	7%	\$ 275	5%	\$ 311	13%	\$ 335	8%
6th Year Associate(E)	\$ 185	\$ 210	14%	\$ 221	5%	\$ 236	7%	\$ 245	4%	\$ 271	11%	\$ 308	14%
5th Year Associate(E)	\$ 157	\$ 179	14%	\$ 192	8%	\$ 205	7%	\$ 225	10%	\$ 244	8%	\$ 274	12%
4th Year Associate(E)	\$ 136	\$ 143	5%	\$ 159	11%	\$ 178	12%	\$ 193	8%	\$ 212	10%	\$ 223	5%
3rd Year Associate(E)	\$ 128	\$ 144	12%	\$ 158	10%	\$ 172	9%	\$ 185	7%	\$ 193	4%	\$ 219	14%
2nd Year Associate(E)	\$ 114	\$ 124	9%	\$ 137	10%	\$ 145	5%	\$ 161	11%	\$ 170	6%	\$ 183	8%
1st Year Associate(E)	\$ 97	\$ 109	12%	\$ 121	10%	\$ 132	9%	\$ 140	6%	\$ 151	8%	\$ 166	10%
Overall	\$258	\$274	6%	\$292	7%	\$310	6%	\$329	6%	\$351	7%	\$376	7%

Corporate Transactions and Securities

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Quarles & Brady LLP													
Senior Partner	\$ 440	\$ 453	3%	\$ 465	3%	\$ 484	4%	\$ 500	3%	\$ 519	4%	\$ 544	5%
Partner(E)	\$ 377	\$ 396	5%	\$ 412	4%	\$ 425	3%	\$ 435	2%	\$ 462	6%	\$ 490	6%
Counsel(E)	\$ 354	\$ 368	4%	\$ 386	5%	\$ 395	2%	\$ 408	3%	\$ 420	3%	\$ 441	5%
Senior Associate(E)	\$ 281	\$ 300	7%	\$ 324	8%	\$ 337	4%	\$ 356	6%	\$ 387	9%	\$ 407	5%
8th Year Associate(E)	\$ 215	\$ 230	7%	\$ 245	7%	\$ 262	7%	\$ 288	10%	\$ 299	4%	\$ 314	5%
7th Year Associate(E)	\$ 179	\$ 196	9%	\$ 218	12%	\$ 239	10%	\$ 254	6%	\$ 273	7%	\$ 299	10%
6th Year Associate(E)	\$ 152	\$ 167	10%	\$ 180	8%	\$ 196	9%	\$ 221	13%	\$ 240	9%	\$ 260	8%
5th Year Associate(E)	\$ 144	\$ 159	11%	\$ 177	11%	\$ 189	7%	\$ 203	7%	\$ 216	6%	\$ 239	11%
4th Year Associate(E)	\$ 117	\$ 130	12%	\$ 139	6%	\$ 155	12%	\$ 171	10%	\$ 190	11%	\$ 208	10%
3rd Year Associate(E)	\$ 112	\$ 127	14%	\$ 135	7%	\$ 140	4%	\$ 157	12%	\$ 173	10%	\$ 181	5%
2nd Year Associate(E)	\$ 104	\$ 109	6%	\$ 118	8%	\$ 127	8%	\$ 140	10%	\$ 152	9%	\$ 167	10%
1st Year Associate(E)	\$ 91	\$ 102	11%	\$ 108	7%	\$ 114	5%	\$ 123	8%	\$ 132	8%	\$ 145	10%
Overall	\$214	\$228	7%	\$242	6%	\$255	5%	\$271	6%	\$289	6%	\$308	7%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Quarles & Brady LLP													
Senior Partner	\$ 430	\$ 442	3%	\$ 455	3%	\$ 469	3%	\$ 486	4%	\$ 500	3%	\$ 521	4%
Partner(E)	\$ 398	\$ 407	2%	\$ 419	3%	\$ 437	4%	\$ 455	4%	\$ 468	3%	\$ 479	2%
Counsel(E)	\$ 345	\$ 356	3%	\$ 368	3%	\$ 380	3%	\$ 393	4%	\$ 414	5%	\$ 432	4%
Senior Associate(E)	\$ 235	\$ 249	6%	\$ 271	9%	\$ 302	11%	\$ 325	8%	\$ 364	12%	\$ 391	7%
8th Year Associate(E)	\$ 195	\$ 211	8%	\$ 236	12%	\$ 251	6%	\$ 279	11%	\$ 295	6%	\$ 314	7%
7th Year Associate(E)	\$ 171	\$ 186	9%	\$ 206	11%	\$ 225	9%	\$ 245	9%	\$ 260	6%	\$ 275	6%
6th Year Associate(E)	\$ 152	\$ 157	4%	\$ 174	11%	\$ 191	9%	\$ 214	12%	\$ 228	7%	\$ 246	8%
5th Year Associate(E)	\$ 135	\$ 153	13%	\$ 165	8%	\$ 174	6%	\$ 181	4%	\$ 199	10%	\$ 212	7%
4th Year Associate(E)	\$ 126	\$ 132	5%	\$ 144	9%	\$ 159	10%	\$ 172	8%	\$ 181	5%	\$ 191	5%
3rd Year Associate(E)	\$ 113	\$ 123	9%	\$ 131	7%	\$ 139	6%	\$ 152	10%	\$ 161	6%	\$ 172	7%
2nd Year Associate(E)	\$ 99	\$ 102	3%	\$ 114	12%	\$ 124	9%	\$ 130	4%	\$ 142	9%	\$ 151	7%
1st Year Associate(E)	\$ 91	\$ 98	7%	\$ 103	6%	\$ 111	7%	\$ 117	6%	\$ 130	12%	\$ 137	5%
Overall	\$207	\$218	5%	\$232	7%	\$247	6%	\$262	6%	\$278	6%	\$293	5%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Jackson Walker LLP													
Senior Partner	\$ 454	\$ 473	4%	\$ 493	4%	\$ 504	2%	\$ 525	4%	\$ 542	3%	\$ 554	2%
Partner(E)	\$ 400	\$ 415	4%	\$ 434	5%	\$ 449	4%	\$ 470	5%	\$ 484	3%	\$ 497	3%
Counsel	\$ 338	\$ 348	3%	\$ 366	5%	\$ 385	5%	\$ 405	5%	\$ 416	3%	\$ 430	3%
Senior Associate(E)	\$ 286	\$ 301	5%	\$ 329	9%	\$ 354	8%	\$ 369	4%	\$ 383	4%	\$ 404	6%
8th Year Associate(E)	\$ 202	\$ 211	5%	\$ 232	10%	\$ 248	7%	\$ 279	12%	\$ 313	12%	\$ 336	7%
7th Year Associate(E)	\$ 194	\$ 213	10%	\$ 229	8%	\$ 250	9%	\$ 278	11%	\$ 288	4%	\$ 307	7%
6th Year Associate(E)	\$ 176	\$ 192	9%	\$ 210	9%	\$ 230	10%	\$ 255	11%	\$ 265	4%	\$ 289	9%
5th Year Associate(E)	\$ 148	\$ 167	12%	\$ 181	8%	\$ 202	12%	\$ 221	9%	\$ 241	9%	\$ 259	7%
4th Year Associate(E)	\$ 131	\$ 147	12%	\$ 158	8%	\$ 176	11%	\$ 197	12%	\$ 215	9%	\$ 230	7%
3rd Year Associate(E)	\$ 115	\$ 128	11%	\$ 141	10%	\$ 155	10%	\$ 174	12%	\$ 198	14%	\$ 209	6%
2nd Year Associate(E)	\$ 106	\$ 112	6%	\$ 128	14%	\$ 138	7%	\$ 158	15%	\$ 174	10%	\$ 191	10%
1st Year Associate(E)	\$ 95	\$ 102	7%	\$ 114	12%	\$ 121	6%	\$ 144	19%	\$ 153	6%	\$ 175	15%
Overall	\$220	\$234	6%	\$251	7%	\$268	7%	\$290	8%	\$306	6%	\$323	6%

Energy

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Jackson Walker LLP													
Senior Partner	\$ 593	\$ 615	4%	\$ 635	3%	\$ 652	3%	\$ 671	3%	\$ 691	3%	\$ 724	5%
Partner(E)	\$ 539	\$ 560	4%	\$ 581	4%	\$ 605	4%	\$ 623	3%	\$ 650	4%	\$ 665	2%
Counsel(E)	\$ 469	\$ 487	4%	\$ 510	5%	\$ 524	3%	\$ 531	1%	\$ 547	3%	\$ 570	4%
Senior Associate	\$ 290	\$ 312	8%	\$ 341	9%	\$ 370	9%	\$ 401	8%	\$ 422	5%	\$ 448	6%
8th Year Associate(E)	\$ 228	\$ 242	6%	\$ 259	7%	\$ 290	12%	\$ 325	12%	\$ 338	4%	\$ 371	10%
7th Year Associate(E)	\$ 211	\$ 222	5%	\$ 245	10%	\$ 264	8%	\$ 292	11%	\$ 311	6%	\$ 330	6%
6th Year Associate(E)	\$ 180	\$ 196	9%	\$ 223	14%	\$ 235	5%	\$ 269	14%	\$ 283	5%	\$ 300	6%
5th Year Associate(E)	\$ 165	\$ 180	9%	\$ 197	9%	\$ 216	10%	\$ 239	11%	\$ 252	5%	\$ 276	10%
4th Year Associate(E)	\$ 151	\$ 167	11%	\$ 181	8%	\$ 195	8%	\$ 220	13%	\$ 229	4%	\$ 241	5%
3rd Year Associate(E)	\$ 135	\$ 152	12%	\$ 163	7%	\$ 173	6%	\$ 189	9%	\$ 208	10%	\$ 223	7%
2nd Year Associate(E)	\$ 121	\$ 134	11%	\$ 143	7%	\$ 156	9%	\$ 178	14%	\$ 185	4%	\$ 203	10%
1st Year Associate(E)	\$ 108	\$ 124	14%	\$ 130	5%	\$ 142	9%	\$ 157	11%	\$ 171	9%	\$ 181	6%
Overall	\$266	\$282	6%	\$301	6%	\$318	6%	\$341	7%	\$357	5%	\$378	6%

ERISA

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Vedder Price PC													
Senior Partner	\$ 550	\$ 578	5%	\$ 602	4%	\$ 625	4%	\$ 645	3%	\$ 672	4%	\$ 691	3%
Partner(E)	\$ 513	\$ 530	3%	\$ 548	3%	\$ 575	5%	\$ 587	2%	\$ 592	1%	\$ 617	4%
Counsel(E)	\$ 447	\$ 469	5%	\$ 493	5%	\$ 517	5%	\$ 522	1%	\$ 533	2%	\$ 553	4%
Senior Associate(E)	\$ 303	\$ 333	10%	\$ 354	6%	\$ 391	11%	\$ 416	6%	\$ 463	11%	\$ 503	9%
8th Year Associate(E)	\$ 233	\$ 263	13%	\$ 286	9%	\$ 315	10%	\$ 335	6%	\$ 359	7%	\$ 385	7%
7th Year Associate(E)	\$ 207	\$ 225	9%	\$ 247	10%	\$ 263	6%	\$ 295	12%	\$ 326	11%	\$ 350	7%
6th Year Associate(E)	\$ 193	\$ 207	7%	\$ 228	10%	\$ 242	6%	\$ 267	11%	\$ 287	7%	\$ 322	12%
5th Year Associate(E)	\$ 184	\$ 195	7%	\$ 214	9%	\$ 229	7%	\$ 253	10%	\$ 264	4%	\$ 297	12%
4th Year Associate(E)	\$ 149	\$ 169	13%	\$ 179	6%	\$ 198	11%	\$ 212	7%	\$ 230	8%	\$ 258	12%
3rd Year Associate(E)	\$ 146	\$ 157	8%	\$ 173	10%	\$ 184	7%	\$ 198	8%	\$ 207	4%	\$ 220	6%
2nd Year Associate(E)	\$ 136	\$ 140	3%	\$ 150	7%	\$ 160	6%	\$ 175	9%	\$ 188	8%	\$ 209	11%
1st Year Associate(E)	\$ 111	\$ 116	5%	\$ 126	9%	\$ 138	9%	\$ 155	13%	\$ 168	8%	\$ 183	9%
Overall	\$264	\$282	7%	\$300	6%	\$320	7%	\$338	6%	\$357	6%	\$382	7%

Intellectual Property Litigation

Practice Area	2012 Rate	2013 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Vedder Price PC													
Senior Partner(E)	\$ 633	\$ 652	3%	\$ 661	1%	\$ 683	3%	\$ 706	3%	\$ 733	4%	\$ 754	3%
Partner	\$ 565	\$ 577	2%	\$ 596	3%	\$ 610	2%	\$ 636	4%	\$ 654	3%	\$ 680	4%
Counsel	\$ 310	\$ 322	4%	\$ 334	4%	\$ 348	4%	\$ 362	4%	\$ 374	3%	\$ 392	5%
Senior Associate(E)	\$ 216	\$ 242	12%	\$ 258	7%	\$ 277	7%	\$ 301	9%	\$ 333	10%	\$ 361	8%
8th Year Associate(E)	\$ 187	\$ 196	5%	\$ 211	8%	\$ 232	10%	\$ 261	13%	\$ 276	6%	\$ 295	7%
7th Year Associate(E)	\$ 154	\$ 164	6%	\$ 180	10%	\$ 198	10%	\$ 219	11%	\$ 243	11%	\$ 269	11%
6th Year Associate(E)	\$ 138	\$ 149	8%	\$ 156	5%	\$ 180	15%	\$ 190	6%	\$ 221	16%	\$ 245	11%
5th Year Associate(E)	\$ 127	\$ 134	5%	\$ 139	4%	\$ 156	12%	\$ 173	11%	\$ 192	11%	\$ 213	11%
4th Year Associate(E)	\$ 111	\$ 121	9%	\$ 123	2%	\$ 138	12%	\$ 158	15%	\$ 177	12%	\$ 185	5%
3rd Year Associate(E)	\$ 97	\$ 109	11%	\$ 113	4%	\$ 120	6%	\$ 143	20%	\$ 161	12%	\$ 163	1%
2nd Year Associate(E)	\$ 85	\$ 100	18%	\$ 103	3%	\$ 107	4%	\$ 131	22%	\$ 148	13%	\$ 143	-3%
1st Year Associate(E)	\$ 75	\$ 91	20%	\$ 94	4%	\$ 95	1%	\$ 115	21%	\$ 130	13%	\$ 129	-1%
Overall	\$225	\$238	6%	\$247	4%	\$262	6%	\$283	8%	\$303	7%	\$319	5%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Fisher & Phillips LLP													
Senior Partner	\$ 412	\$ 432	5%	\$ 452	5%	\$ 473	5%	\$ 492	4%	\$ 510	4%	\$ 524	3%
Partner(E)	\$ 371	\$ 376	1%	\$ 398	6%	\$ 421	6%	\$ 443	5%	\$ 464	5%	\$ 484	4%
Counsel(E)	\$ 328	\$ 345	5%	\$ 353	2%	\$ 370	5%	\$ 390	5%	\$ 408	5%	\$ 429	5%
Senior Associate	\$ 292	\$ 317	9%	\$ 307	-3%	\$ 333	9%	\$ 343	3%	\$ 375	10%	\$ 391	4%
8th Year Associate(E)	\$ 229	\$ 262	15%	\$ 243	-7%	\$ 261	7%	\$ 275	5%	\$ 297	8%	\$ 303	2%
7th Year Associate(E)	\$ 208	\$ 239	15%	\$ 216	-9%	\$ 235	9%	\$ 250	6%	\$ 262	5%	\$ 275	5%
6th Year Associate(E)	\$ 183	\$ 215	17%	\$ 188	-12%	\$ 207	10%	\$ 220	6%	\$ 228	4%	\$ 248	9%
5th Year Associate(E)	\$ 159	\$ 198	24%	\$ 171	-13%	\$ 186	9%	\$ 198	6%	\$ 205	4%	\$ 216	5%
4th Year Associate(E)	\$ 139	\$ 182	31%	\$ 151	-17%	\$ 166	10%	\$ 180	9%	\$ 188	5%	\$ 192	2%
3rd Year Associate(E)	\$ 126	\$ 166	31%	\$ 139	-16%	\$ 144	4%	\$ 166	15%	\$ 168	1%	\$ 177	5%
2nd Year Associate(E)	\$ 112	\$ 147	31%	\$ 125	-15%	\$ 125	0%	\$ 149	19%	\$ 148	-1%	\$ 159	8%
1st Year Associate(E)	\$ 100	\$ 130	30%	\$ 110	-15%	\$ 112	2%	\$ 137	23%	\$ 128	-6%	\$ 141	10%
Overall	\$222	\$251	13%	\$238	-5%	\$253	6%	\$270	7%	\$282	4%	\$295	5%

Labor and Employment

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Fisher & Phillips LLP													
Senior Partner	\$ 550	\$ 573	4%	\$ 597	4%	\$ 615	3%	\$ 627	2%	\$ 652	4%	\$ 677	4%
Partner	\$ 305	\$ 319	5%	\$ 327	3%	\$ 340	4%	\$ 356	5%	\$ 374	5%	\$ 386	3%
Counsel	\$ 280	\$ 293	5%	\$ 291	-1%	\$ 299	3%	\$ 324	8%	\$ 325	0%	\$ 344	6%
Senior Associate	\$ 244	\$ 261	7%	\$ 265	2%	\$ 272	3%	\$ 295	8%	\$ 293	-1%	\$ 316	8%
8th Year Associate(E)	\$ 193	\$ 209	8%	\$ 210	0%	\$ 211	0%	\$ 231	10%	\$ 224	-3%	\$ 253	13%
7th Year Associate(E)	\$ 174	\$ 186	7%	\$ 193	4%	\$ 188	-3%	\$ 213	13%	\$ 206	-3%	\$ 233	13%
6th Year Associate(E)	\$ 160	\$ 169	6%	\$ 176	4%	\$ 163	-7%	\$ 185	13%	\$ 188	1%	\$ 210	12%
5th Year Associate	\$ 147	\$ 152	4%	\$ 153	0%	\$ 142	-7%	\$ 168	18%	\$ 167	-1%	\$ 193	16%
4th Year Associate(E)	\$ 130	\$ 140	8%	\$ 139	-1%	\$ 131	-6%	\$ 150	15%	\$ 152	1%	\$ 168	11%
3rd Year Associate(E)	\$ 118	\$ 125	6%	\$ 122	-2%	\$ 120	-2%	\$ 135	12%	\$ 135	0%	\$ 148	9%
2nd Year Associate(E)	\$ 108	\$ 109	0%	\$ 107	-2%	\$ 105	-2%	\$ 117	12%	\$ 122	4%	\$ 134	11%
1st Year Associate(E)	\$ 99	\$ 96	-3%	\$ 93	-3%	\$ 94	2%	\$ 106	12%	\$ 107	1%	\$ 121	13%
Overall	\$209	\$219	5%	\$223	2%	\$223	0%	\$242	8%	\$245	1%	\$265	8%

Creditor's Rights

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
GrayRobinson PA													
Senior Partner	\$ 491	\$ 503	2%	\$ 515	2%	\$ 527	2%	\$ 543	3%	\$ 557	2%	\$ 578	4%
Partner(E)	\$ 412	\$ 430	4%	\$ 448	4%	\$ 469	5%	\$ 473	1%	\$ 495	5%	\$ 517	4%
Counsel(E)	\$ 390	\$ 398	2%	\$ 409	3%	\$ 419	3%	\$ 434	4%	\$ 456	5%	\$ 468	3%
Senior Associate	\$ 221	\$ 242	9%	\$ 261	8%	\$ 279	7%	\$ 303	9%	\$ 332	9%	\$ 353	6%
8th Year Associate(E)	\$ 176	\$ 187	6%	\$ 198	6%	\$ 214	8%	\$ 232	9%	\$ 257	11%	\$ 276	8%
7th Year Associate(E)	\$ 158	\$ 170	8%	\$ 180	5%	\$ 190	6%	\$ 202	6%	\$ 229	13%	\$ 240	5%
6th Year Associate(E)	\$ 126	\$ 138	10%	\$ 155	12%	\$ 169	10%	\$ 186	10%	\$ 208	12%	\$ 223	7%
5th Year Associate(E)	\$ 122	\$ 135	10%	\$ 144	7%	\$ 161	12%	\$ 171	6%	\$ 185	8%	\$ 200	8%
4th Year Associate(E)	\$ 111	\$ 118	6%	\$ 128	8%	\$ 141	10%	\$ 156	10%	\$ 168	8%	\$ 185	10%
3rd Year Associate(E)	\$ 97	\$ 101	4%	\$ 113	13%	\$ 126	11%	\$ 137	9%	\$ 152	11%	\$ 165	9%
2nd Year Associate(E)	\$ 91	\$ 96	6%	\$ 103	8%	\$ 116	12%	\$ 125	7%	\$ 136	9%	\$ 150	10%
1st Year Associate(E)	\$ 86	\$ 95	10%	\$ 101	7%	\$ 108	7%	\$ 115	6%	\$ 123	7%	\$ 132	7%
Overall	\$207	\$218	5%	\$230	5%	\$243	6%	\$256	5%	\$275	7%	\$291	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
GrayRobinson PA													
Senior Partner(E)	\$ 319	\$ 330	4%	\$ 345	4%	\$ 362	5%	\$ 374	4%	\$ 390	4%	\$ 404	3%
Partner	\$ 301	\$ 315	4%	\$ 329	4%	\$ 336	2%	\$ 350	4%	\$ 361	3%	\$ 374	3%
Counsel(E)	\$ 254	\$ 261	3%	\$ 277	6%	\$ 289	4%	\$ 307	6%	\$ 325	6%	\$ 343	6%
Senior Associate	\$ 189	\$ 202	7%	\$ 219	9%	\$ 237	8%	\$ 258	9%	\$ 282	9%	\$ 305	8%
8th Year Associate(E)	\$ 146	\$ 161	10%	\$ 170	5%	\$ 180	6%	\$ 200	11%	\$ 218	9%	\$ 238	9%
7th Year Associate(E)	\$ 126	\$ 141	12%	\$ 153	9%	\$ 161	5%	\$ 174	8%	\$ 190	9%	\$ 201	6%
6th Year Associate(E)	\$ 117	\$ 126	8%	\$ 135	7%	\$ 149	10%	\$ 160	8%	\$ 175	9%	\$ 192	10%
5th Year Associate(E)	\$ 100	\$ 107	8%	\$ 121	13%	\$ 132	9%	\$ 139	5%	\$ 157	13%	\$ 168	7%
4th Year Associate(E)	\$ 93	\$ 100	8%	\$ 108	8%	\$ 115	6%	\$ 124	8%	\$ 138	12%	\$ 145	5%
3rd Year Associate(E)	\$ 82	\$ 91	11%	\$ 96	6%	\$ 102	6%	\$ 113	10%	\$ 123	9%	\$ 135	9%
2nd Year Associate(E)	\$ 76	\$ 83	9%	\$ 88	6%	\$ 93	6%	\$ 102	9%	\$ 110	8%	\$ 118	7%
1st Year Associate(E)	\$ 66	\$ 75	12%	\$ 80	8%	\$ 86	7%	\$ 91	7%	\$ 95	4%	\$ 104	9%
Overall	\$156	\$166	7%	\$177	7%	\$187	6%	\$199	7%	\$214	7%	\$227	6%

Electronic Discovery

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Lane Powell PC													
Senior Partner(E)	\$ 437	\$ 448	2%	\$ 476	6%	\$ 495	4%	\$ 515	4%	\$ 526	2%	\$ 551	5%
Partner	\$ 401	\$ 415	3%	\$ 429	3%	\$ 450	5%	\$ 464	3%	\$ 474	2%	\$ 487	3%
Counsel(E)	\$ 379	\$ 391	3%	\$ 400	2%	\$ 414	3%	\$ 427	3%	\$ 431	1%	\$ 444	3%
Senior Associate(E)	\$ 245	\$ 257	5%	\$ 287	11%	\$ 320	12%	\$ 349	9%	\$ 379	9%	\$ 408	8%
8th Year Associate(E)	\$ 220	\$ 233	6%	\$ 254	9%	\$ 276	9%	\$ 298	8%	\$ 311	4%	\$ 333	7%
7th Year Associate(E)	\$ 181	\$ 190	5%	\$ 210	10%	\$ 228	9%	\$ 247	8%	\$ 270	9%	\$ 291	8%
6th Year Associate(E)	\$ 162	\$ 175	8%	\$ 190	9%	\$ 209	10%	\$ 221	6%	\$ 243	10%	\$ 268	10%
5th Year Associate(E)	\$ 149	\$ 153	2%	\$ 170	11%	\$ 191	13%	\$ 212	11%	\$ 221	4%	\$ 243	10%
4th Year Associate(E)	\$ 138	\$ 144	5%	\$ 162	13%	\$ 171	5%	\$ 191	11%	\$ 199	4%	\$ 224	12%
3rd Year Associate(E)	\$ 118	\$ 124	6%	\$ 136	10%	\$ 149	9%	\$ 166	11%	\$ 183	10%	\$ 197	8%
2nd Year Associate(E)	\$ 117	\$ 120	3%	\$ 128	6%	\$ 139	8%	\$ 153	10%	\$ 169	10%	\$ 177	5%
1st Year Associate(E)	\$ 100	\$ 103	3%	\$ 116	12%	\$ 130	12%	\$ 145	12%	\$ 155	7%	\$ 164	6%
Overall	\$221	\$229	4%	\$246	7%	\$264	7%	\$282	7%	\$297	5%	\$316	6%

ERISA

Practice Area	2012 Rate	2103 Rate	%	2014 Rate	%	2015 Rate	%	2016 Rate	%	2017 Rate	%	2018e Rate	%
Lane Powell PC													
Senior Partner	\$ 542	\$ 565	4%	\$ 581	3%	\$ 607	4%	\$ 623	3%	\$ 649	4%	\$ 666	3%
Partner	\$ 352	\$ 366	4%	\$ 383	5%	\$ 391	2%	\$ 400	2%	\$ 411	3%	\$ 428	4%
Counsel(E)	\$ 310	\$ 318	3%	\$ 332	4%	\$ 348	5%	\$ 356	2%	\$ 365	3%	\$ 385	5%
Senior Associate(E)	\$ 201	\$ 224	11%	\$ 241	7%	\$ 268	11%	\$ 291	8%	\$ 318	9%	\$ 339	7%
8th Year Associate(E)	\$ 156	\$ 163	4%	\$ 182	12%	\$ 197	8%	\$ 213	9%	\$ 241	13%	\$ 262	9%
7th Year Associate(E)	\$ 135	\$ 150	11%	\$ 166	11%	\$ 183	10%	\$ 201	10%	\$ 212	5%	\$ 233	10%
6th Year Associate(E)	\$ 122	\$ 130	7%	\$ 146	12%	\$ 164	12%	\$ 181	11%	\$ 193	6%	\$ 203	5%
5th Year Associate(E)	\$ 110	\$ 124	12%	\$ 134	8%	\$ 146	9%	\$ 161	11%	\$ 173	8%	\$ 184	6%
4th Year Associate(E)	\$ 97	\$ 104	8%	\$ 116	11%	\$ 126	9%	\$ 135	7%	\$ 151	12%	\$ 163	8%
3rd Year Associate(E)	\$ 85	\$ 93	9%	\$ 98	5%	\$ 103	6%	\$ 117	13%	\$ 131	13%	\$ 145	10%
2nd Year Associate(E)	\$ 78	\$ 81	5%	\$ 86	5%	\$ 97	13%	\$ 108	12%	\$ 117	8%	\$ 133	14%
1st Year Associate(E)	\$ 72	\$ 74	3%	\$ 78	5%	\$ 87	11%	\$ 96	11%	\$ 106	11%	\$ 121	14%
Overall	\$188	\$199	6%	\$212	6%	\$226	7%	\$240	6%	\$256	6%	\$272	6%